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# AL IT ACPPLI

Canada's Voice for Academics La voix des universitaires du Canada

VOL 56 I NO 10 I DECEMBER 2009 DÉCEMBRE I CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS I ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

## **Council Confers Milner Award on 16 Heroes**

VIFTY-ONE years ago, 16 academic staff at United College in Winnipeg sacrificed themselves to defend the academic freedom of a colleague who had been fired for writing a letter critical of the president of the institution.

The dismissal of historian Harry Crowe in 1958 became CAUT's first academic freedom case. It served to define for CAUT the centrality of academic freedom to its mission and created the model for investigating allegations of violations of academic freedom that CAUT has used since.

"While much has been written about the unjust treatment of Crowe by the United administration and board, the true heroes of the story have not been properly recognized," CAUT executive director James Turk told delegates assembled for the association's biannual meeting last month. "These are the 16 colleagues who resigned over Crowe's dismissal."

For their courage and solidarity, the 16 earned CAUT's Milner Memorial Award with a unanimous vote by Council delegates adopting a recommendation from the association's Academic Freedom and Tenure Committee. Eleven individuals have received the award since its

inception in 1969. "The individual decision of each to resign was in a difficult time when there were not many academic jobs and little assurance that they would find positions elsewhere," Turk said. "The Milner award recognizes distinguished contributions to the cause of academic freedom. The 16 who resigned in solidarity with Crowe are truly meritorious recipients."



For Extraordinary Heroism — John Warkentin, Marian Martin, Roman March, Kay Sigurjonsson & Hugh Makepeace were at CAUT's council meeting in Ottawa to receive the Milner Memorial Award.

CAUT presented the awards Nov. 28 in Ottawa to Hugh Makepeace, Roman March, Marian Martin, Kay Sigurjonsson, and John Warkentin. Richard Stingle was unable to ac-

cept his award in person.

Fred Harper, Michael Jaremko, Kenneth Mc-Naught, Elizabeth Morrison, Michael Oliver, Viljo Packer, Gerald Panting, Stewart Reid, Margaret Stobie and Walter Young received posthumous awards. Most deceased award re-

cipients had either a partner or one of their children present to receive the award in their honour

During the award ceremony, Turk shared with CAUT Council Beryl Young's description of what happened in the case of her husband, Walter, who had just been hired to teach political science at United College

See MILNER AWARD Page A5 -

## Le prix commémoratif Milner décerné à 16 héros

L y a 51 ans, seize membres du corps pro-fessoral du United College à Winnipeg se sacrifiaient pour défendre la liberté académique d'un collègue qui avait été congédié après avoir écrit une lettre critique à l'égard du recteur de l'établissement.

Le renvoi de l'historien Harry Crowe en 1958 Le renvoi de l'historien Harry Crowe en 1900 a amené l'ACPPU à se pencher pour la première fois sur la question de la liberté académique, à faire de celle-ci le point central de sa mission et à crèer le modèle qu'elle utiliserait désormais pour enquêter sur les cas présumés de violation de la liberté académique.

« Si l'on a beaucoup écrit sur le traitement injuste infligé à Harry Crowe par la direction et le conseil d'administration du United College,

les véritables héros de l'histoire sont loin d'avoir été reconnus à leur juste valeur », a dit le di-recteur général de l'ACPPU, James Turk, aux délégues présents à l'assemblée semestrielle de l'association tenue à la fin novembre

« Ces hèros, ce sont les seize collègues de M. Crowe qui ont démissionné par suite de son congédiement. »

Suivant une recommandation du Comité de la liberté académique et de la permanence de l'emploi, les délégués à l'assemblée du Conseil de l'ACPPU ont voté à l'unanimité en faveur de l'attribution du prix commémoratif Milner à ces seize femmes et hommes en reconnaissance de leur courage et de leur solidarité des plus méritoires. Cette récompense

a été créée en 1969 pour souligner des contri-butions remarquables à la cause de la liberté académique; elle a été jusqu'ici décernée à onze personnes.

« La décision de chacun de démissionner est d'autant plus honorable qu'elle a été prise dans le contexte difficile d'une époque où les emplois dans le secteur de l'enseignement postsecondaire n'étaient pas légion et où la garantie de trouver un autre poste ailleurs était mince », précise M. Turk. Lors de l'assemblée du 28 novembre à Ot

tawa, l'ACPPU a remis le prix Milner à Hugh Makepeace, Roman March, Marian Martin,

Voir LE PRIX MILNER à la page A10 -



Discount Rates Page A4



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2705, promenade Queensview Drive, Ottawa (Ontario) K2B 8K2; Tel: 613-820-2270; Fax: 613-820-2417; Email: duhaime@caut.ca

> PRESIDENT | PRESIDENTE Penni Stewart

EXECUTIVE DIRECTOR | DIRECTEUR GENÉRAL

Managing Editor | Rédactiuce en ches Liza Duhainie

> AOVERTISING I PUBLICITÉ Rosa Laboccetta (ads@caut.ca)

CIRCULATION | DIFFUSION Rachel Newman (newman@caut.ca)

GRAPHIC DESIGN | GRAPHISME Kevin Albert

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# **COMMENT OPINIONS**

### COMMENTARY

## **Educators Beware the Anti- Counterfeiting Trade Agreement**



By OAVIO ROBINSON

In early November, negotiators from the United States, Japan, the European Union, Canada and a select handful of other nations huddled together in a closed-door session in Seoul, South Korea. It was the latest in a continuing effort to hammer out an international agreement ostensibly aimed at cracking down on the traffic in counterfeit goods. But in fact the proposed Anti-Counterfeiting Trade Agreement has little to do with counterfeiting, or even with trade for that matter. It is instead a new global copyright treaty that would fundamentally ratchet up legal protections for rights-holders. If a deal is reached, it could have serious implications for heavy users of copyrighted material, including academic staff.

ACTA details have been inexplicably

ACTA details have been inexplicably shrouded in secrecy since talks were launched two years ago. The lack of transparency is perplexing. After all, we're talking about a copyright treaty, not state secrets. Or maybe not. The U.S. government refused a request from two public interest groups—the Electronic Frontier Foundation and Knowledge Ecology International—to free up information on the treaty, citing national security concerns.

Despite the best efforts of those involved to keep the public in the dark, there have been leaks from the negotiations. We don't know everything about the agreement, but we're getting a fairly clear picture of what's being planned. According to a leaked background note and a European Commission briefing paper, we know the parties' primary goal is to create international copyright rules that go far beyond what currently exist in treaties under the United Nations' World Intellectual Property Organization or the World Trade Organization's agreements.

The agreement would establish a global institution with a secretariat and with a legally-binding dispute resolution process. Other provisions would grant border guards increased powers to search people and personal property, including laptops and other electronic devices, raising serious privacy concerns. It would create criminal provisions that would apply not only to the commercial infringement of copyright, but also to infringement for nonfinancial gain, such as educational,

research and personal uses.

ACTA would also set strict rules related to Internet material. Academic staff, for instance, could be affected as the proposed rules would apply to material presented in a web page for course use. Other copyright-enforcement measures would oblige governments who sign on to the deal to adopt a three-strikes-and-you're-out rule, requiring internet service providers to cut off subscribers based solely on three allegations of infringement. That means if you're accused of copyright infringement, you won't get your day

See EDUCATORS BEWARE Page A8 -

### COMMENTARY

## **Broader Rights for Contract Academics**

Grandparenting provisions & rethinking research are key issues in moving to the prorata model for contract academic staff

By CINOY OLIVER, CATHERINE CHRISTIE, GEORGE OAVISON, SANORA HOENLE, KELLY MACFARLANE, GEOFF MARTIN, RICK GOODING & LESLIE JERMYN

THERE is widespread agreement that When it comes to academic work, teaching, research, professional activity, and service and professional development are part of the job, and all academic staff should have an opportunity for full participation in all elements of the job. There is also widespread recognition that over the past 25 years, academic institutions have greatly expanded the share of so-called teaching-only positions at the expense of permanent positions rewarded with progression and decent pay, benefits and working conditions.

But those of us who have been promoting a pro-tata model with a research and service component for contract academic staff need to address the question of how the transition from the current state to pro-tata would work. (In a sentence, the pro-tata model provides that contract academic work, including teaching a single course, should involve all responsibilities of the academic job and should be expressed as a percent-

age of full-time work.)

There are some who claim many contract faculty prefer teaching-only jobs — including full-time ones — or they have worked for so long in a teaching-only capacity that they have lost the ability and/or desire to do the research or creative components of the job.

But part of the problem with this perception is a diminished sense of what "research" is. We argue research is about "dissemination of knowledge" and we should not accept overdramatized claims that peer-reviewed publication is the only acceptable form of research.

Most of our full-time collective agree ments contain a broader definition of research, which should be recognized for contract academic staff as well as faculty who are tenured or tracked for tenure. Research and creative activity take many forms, including book reviews, public lectures, conference presentations, artistic production, popular writing and other similar activities.

There are contract academic staff living a life of extreme precarity, exploited in teaching-only positions and without the time or resources for research or service opportunities. Employers seem little concerned that Canada's research culture has suffered, along with the academy's ability to communicate research and creative traditions to students.

As we work towards the pro-rata model, we must balance the interests of the academic profession as a whole, with the interests of contract academic staff, who in past times would have joined the ranks of the securely-employed. The chief interest of the academic profession as a whole is that we have a profession, that academic staff have job security, academic freedom, decent pay and benefits, and that we are able to put our knowledge to work for the benefit of our students, our institutions, and Canadian and global society.

Contract academic staff have gone from a small minority of the teaching staff at most Canadian campuses, to an army of people who often do as much as 40 to 50 per cent of the undergraduate teaching. If this number continues to grow, it will threaten the existence of the academic profession as we know it by staffing colleges and universities with instructors who are paid to do only part of the academic job. The situation is even worse in the United States, an example we don't want to follow.

Yet, Canadian academic staff associations cannot participate in throwing contract academic staff onto the trash heap. Like Molière's character Monsieur Jourdain, who learns he has been speaking prose all his life without knowing it, many long-serving contract academic staff do research and creative activities even while being told—and believing—that they don't. We must recognize that in higher education, all instructors should be able to engage with scholarly activity and creative work in their disciplines.

See BROADER RIGHTS Page A7 ->

### PRESIDENT'S COLUMN

## **Academic Librarians Are under Attack**



By PENNI STEWART

ACADEMIC librarians and librarianship at Canadian universities and colleges are in trouble. Pointing to the need to cut budgets and making use of new technologies, library administrators are deskilling and eliminating the jobs of librarians.

Two senior academic librarian positions at McMaster University were declared redundant last spring. More recently, librarians at the University of Western Ontario, who were bargaining their first collective agreement, came close to a strike over threats to their academic status. At McGill University, threats to academic freedom and academic status led librarians to ask CAUT to establish a committee of inquiry into academic freedom into academic freedom into academic freedom.

There is the temptation to cite the influence of technological change agents — especially omnipresent web search engines — and the development of sophisticated library catalogs, databases and resolver linking technology as factors in library employment. But without an understanding of the information universe, beguiling technology is the quick road to a multitude of often unre-

liable references. Indeed, as demands for information literacy expand, academic librarians are increasingly drawn into teaching students how to understand this new information universe in order to make the best use of the constantly changing automated tools.

Behind the front lines, librarians have also been responsible for acquiring and preserving library collections and an increasing number and variety of other library records. Many academic librarians have expertise in a specialized area, with a graduate degree in that field as well as a degree in library and information science or archival studies.

University librarians are part of the academic staff and their professional responsibilities include research and professional scholarly work. Yet, increasingly, library administrators are replacing specialist librarians with "generalists" as a means to increase flexibility but at the cost of decreasing effective service to the academic community. Others are viewing the academic librarian's job description as a group of tasks that can be unbundled and given to library technicians.

At risk in all this is academic freedom, not to mention vital professional jobs. Academic freedom is key to librarians, who have a duty to ensure that information and ideas are widely accessible. Rather than rendering academic freedom obsolete, technological change produces new challenges. Academic librarians have been in the forefront of the struggles over intellectual property and copyright protection.

They have played a central role in defining what access to information means and why unfettered access is so important to democratic societies. Librarians are on the cutting edge of redefining the meaning of academic freedom in the face of constantly changing technology.

Librarians are subject to financial pressures which have resulted in campus administrators' increased reliance on the casualization of academic work. The idea is to replace academic staff with lower-priced substitutes, many of whom have doctorates but cannot find a tenure-track job. At some of the largest Canadian institutions at least half of the teaching is done by part-time teachers. But the challenge facing librarians is even more fundamental, as it involves "deskilling" their professional work.

Since people without the same level of training as librarians cannot do the work, job functions of librarians are being downgraded or divided into narrow technical areas and transferred to other employees. In many academic libraries, work generally recognized as exclusively the responsibility of professional librarians has been reassigned.

At other institutions support staff are used at the reference desk, and they may sit on Library Councils and other committees as part of the "professional" team. Some libraries now combine all library services at a single desk that is not staffed by an academic librarian. Cataloguing has also increasingly been outsourced. Cheaper than all other options is using student assistants to provide support in areas such as information technology.

Another cost-saving strategy is to freeze the librarian complement, as student enrollment continues to grow. And a related strategy is to not fill librarian positions vacated by attrition.

There are also attempts to devalue specialization, and treat the skills of librarians as generic. In the new, pared-down library, academic librarians are being told they can no longer expect to work mainly or exclusively in their area of disciplinary specialization. During recent bargaining, administrators at Western proposed that they should have

the right to reassign staff from one library to another without regard for speciality.

Technological innovations and budget efficiencies are also changing the academic librarian role. Developing and managing collections — traditionally a key component of the academic librarians specialized role — is now more often a centralized managerial decision reflecting the way purchases are made as package deals.

As the role of librarians becomes narrower and more managed, academic freedom is being whittled away. At some institutions librarians are reporting that management is seeking to supervise curriculum and course preparation, control access to governance activities and scholarly and professional conferences, and supervise librarians' scholarly work by reviewing papers and grant applications prior to presentation or publication.

There is an urgent need to de-

There is an urgent need to defend the role of librarians in our post-secondary institutions. Effective defense against the assault on the profession requires the support of the much larger number of academics at an institution. And the most effective way to enshrine protections is with aggressive and effective collective bargaining.

## LE MOT DE LA PRÉSIDENTE

## Péril en la demeure des bibliothécaires

Par PENNI STEWART

UNE menace pèse sur les bibliothécaires et la bibliothéconomie dans les universités et collèges canadiens. Invoquant la nècessité de réduire les budgets et de recourir aux nouvelles technologies, les administrateurs de bibliothèque déqualifient et éliminent les postes de bibliothècaires.

Deux postes de bibliothécaires principaux ont été déclarés superflus à l'Université McMaster au printemps dernier. Plus récemment, les bibliothécaires de l'Université de Western Ontario, qui négociaient leur première convention collective, ont presque été amenés à faire la grève pour défendre leur statut professionnel. À l'Université McGill, face à la mise en pèril de leur liberté académique et de leur statut professionnel, les bibliothécaires ont demandé à l'ACPPU d'établir un comité d'enquête sur la liberté académique.

Il est certes tentant d'invoquer l'influence que les agents du changement technologique, en particulier les omniprésents moteurs de recherche, et le perfectionnement des catalogues de bibliothèque, des bases de données et de la technologie à résolveur exercent sur les emplois dans les bibliothèques. Mais en l'absence d'une bonne compréhension de l'univers de l'information, s'en remettre entièrement à la technologie mènerait rapidement à une multitude de références peu fiables. De fait, à mesure qu'augmentent les exigences en matière d'infoculture, les bibliothècaires sont de plus en plus appelès à faire comprendre ce nouvel univers aux étudiants pour optimiser l'utilisation des outils automatisés en perpétuelle èvolution.

Derrière les avant-postes, les bibliothécaires sont chargés également d'acquérir et de préserver les fonds de bibliothéque ainsi que d'autres ressources documentaires de plus en plus variées et nombreuses. Beaucoup sont spécialisés et détiennent un diplôme d'études supérieures dans un domaine particulier en plus d'un grade en bibliothéconomie, en sciences de l'information ou en archivistique.

Les bibliothécaires des universités font partie intégrante du personnel académique et ont, entre autres responsabilités professionnelles, celle de mener des travaux de recherche et d'érudition. Pourtant, les administrateurs de bibliothèque remplacent de plus en plus les bibliothècaires spécialisès par des « gènèra-listes » afin d'accroître leur marge de manoeuvre, mais ils le font aux dépens de la qualité des services offerts à la communauté universitaire. D'autres estiment que les tâches figurant dans la description de fonctions des bibliothécaires peuvent être dégroupées et con-fiées à des bibliotechniciens.

fièes à des bibliotechniciens.

Or, ce qui est en jeu ici, c'est la liberté académique, sans parler d'emplois professionnels indispensables. La liberté académique est d'une importance capitale pour les bibliothécaires, qui ont le devoir de s'assurer que l'information et les idées sont diffusées le plus largement possible. Au lieu de rendre la liberté académique surannée, le changement technologique produit de nouveaux défis. Les bibliothécaires ont occupé le de-

vant de la scène dans les luttes pour défendre la propriété intellectuelle et protéger le droit d'auteur.

Ils ont beaucoup contribue à définir l'accès à l'information et à justifier la liberté d'accès dans les sociétés démocratiques. Lorsqu'il s'agit de redéfinir la liberté académique face aux progrés technologiques incessants, les bibliothècaires sont toujours à l'avant-garde.

Les bibliothécaires sont soumis à des pressions financières qui se traduisent par une précarisation du travail académique imposée de plus en plus par les administrateurs. Le but recherché est de remplacer le personnel académique par des candidats moins bien rémunérés, dont bon nombre possèdent des doctorats mais ne peuvent trouver un emploi menant à la permanence. Dans certains des plus grands éta-blissements canadiens, au moins la moitié des cours sont dispensés par des enseignants à temps par-tiel. Mais le danger qu'affrontent les bibliothécaires est encore plus fondamental car c'est la « déqualification » de leur travail qui est en cause.

Comme celles et ceux qui n'ont pas le même niveau de formation que les bibliothécaires ne peuvent pas faire le travail demandé, les tâches professionnelles des bibliothécaires sont simplifiées ou divisées en domaines techniques restrictifs, puis redistribuées. Dans de nombreuses bibliothéques, le travail qui, auparavant, était jugé comme relevant exclusivement des bibliothécaires professionnels est dégroupé et réparti parmi le personnel de soutien.

personnel de soutien.

Dans d'autres établissements, des membres du personnel de soutien sont affectès au bureau des renseignements et peuvent sièger aux conseils de bibliothèque et à d'autres comities en leur qualité de membres de l'èquipe « professionnelle ». Certaines bibliothèques regroupent maintenant tous les services bibliothècaires dans un seul poste qui n'est pas occupé par des bibliothècaires. Le catalogage est aussi de plus en plus externalisé. Une option encore moins chère consiste à recourir à des stagaires qui

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#### **CAUT Censure: First Nations U**

The First Nations University of Canada has been censured by CAUT Council (November 2008). Censure means that CAUT has concluded that a university board and administration have breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university, it also means the university board and administration have resisted all reasonable suggestions from CAUT for a resolution of the dispute.

Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured institution, of the Issues involved in the censure. In particular, academic staff are asked not to accept appointments at a censured university, not to accept invitations to speak or attend academic conferences at a censured university, and not to accept any distinction or honour that might be offered by a censured administration. Academic disciplinary associations are encouraged to refuse to carry advertisements for or hold events at censured institutions. Academic staff employed at a university under censure are asked to suport and assist efforts to convince the board and administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the CAUT Bulletin nor at CAUT's career board www.AcademicWork.ca.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured board and administration that they should adhere to standards now widely accepted in the Canadian academic community.

#### Sanction de blâme : UPNC

Le Conseil de l'ACPPU a imposé une sanction de blâme à l'Université des Premières nations du Canada (UPNC) en novembre 2008. L'ACPPU prend une telle sanction lorsqu'elle conclut que le conseil et l'administration de l'université en cause ont violé un ou plusieurs des principes fondamentaux de la liberté académique et de la gouvernance que l'ACPPU estime indispensables au bon fonctionnement d'un établissement d'enseignement, et que ces mêmes conseil et administration ont repoussé toutes les recommandations raisonnables formulées par l'ACPPU pour assurer le règlement du différend.

le regement du ditrerent.

Dans le même temps, l'ACPPU transmet à tous ses membres un avis dans lequel elle leur recommande de s'informer, au moment de traiter avec un établissement frappé d'un blàme, sur les problèmes à l'origine de la sanction. Plus particulièrement, les membres du personnel académique sont invités à ne pas accepter de poste à l'établissement ainsi anctionné, à décliner des invitations à parler ou à participer à des conférences qui s'y tiennent, et à refuser tout honneur ou distinction qui neuvent leur être offerts. Les associations disciplinaires universitaires ont invitées à refuser d'annoncer les évémements qui auront lieu à l'établissement sanctionné ou d'y tenir des activités. On demande égalent aux membres du personnel académique de l'université frappée d'un âme d'appuyer les efforts exercés pour convaincre le conseil et l'admittration de la nécessité d'un réglement. L'ACPPU refusera d'annoncer is son Bulletin et sur son site www.travailacademique.ca les offres piol de l'établissement sous le coup d'une relies sanction.

"U reconnaît certes le fardeau que la procédure de blâme impose embres du personnel académique et aux étudiants des universités ctionnées. Elle croit toutefois que le blâme et les sanctions qui y sont tachées sont nécessaires pour rendre publiques les conditions insatissantes qui existent dans les universités en cause et pour persuader le unseil et l'administration de ces établissements qu'ils ont le devoir de ac conformer aux normes reconnues par l'ensemble de la communauté universitaire du Canada.

Subscriber Services: bulletinsubs@caut.ca

CANADA'S VOICE BULLETIN

## **NEWS ACTUALITÉS**

CAUT-Decima/Harris Poll

## **Majority Favour Higher Spending** on Post-Secondary Education

MORE than half of Canadians say spending on post-secondary education should be increased even if it means paying higher taxes, according to a new poll.

according to a new poll.

The CAUT-Harris/Decima poll released Nov. 27 also indicates that Canadians believe the country's governments as a whole aren't doing enough for post-secondary education, with more than 60 per cent of those questioned saying the federal government should play a stronger funding role and set conditions for how the provinces spend funds transferred for post-secondary education.

Just under eight in 10 Canadians say post-secondary education is more important than ever

"These numbers demonstrate that Canadians understand that accessible, quality post-secondary education is vital to achieving long term economic recovery, and must be a top priority for all governments," said CAUT executive director lames Turk.

Almost 50 per cent of people questioned about access to post-secondary education think it's more difficult to get a college or university education today than 10 years ago, with 48 per identifying a tuition reduction as the main priority for new post-secondary education funding.

The poil found that 56 per cent believe many qualified students don't have access to post-secondary education, with 75 per cent of those saying it's because of high costs.

#### N THE NET

Full results are available on CAUT's web site at www.caut.ca.

#### SURVEY METHODS

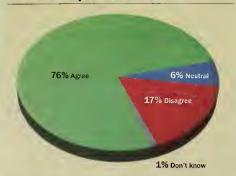
Results are based on telephone interviews with 2,021 Canadian adults, conducted November 12–22, 2009. The margin of sampling error is 2.2 percentage points.

Version française à la page A5.

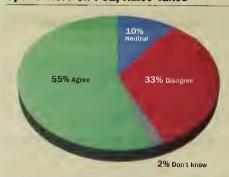
#### Poll Highlights

- More than half say spending on post-secondary education should be increased even if taxes have to be raised
- Majority say governments (at all levels) are not doing enough for nost-secondary education
- Strong majority want federal funding to play a larger role

#### **PSE More Important Than Ever**



#### **Spend More on PSE, Raise Taxes**



## CAUT Supports Quebec Federation of Professors' Opposition to Proposed Bill on University Governance

CAUT Council has unanimously cendorsed a motion supporting the Féderation québécoise des professeurs et professeurs d'université (FQPPU) in its fight to have the Quebec government's proposed legislation on university governance withdrawn.

"There is a tremendous amount of mobilization in Quebec against the reintroduction of this ill-founded legislative proposal," said CAUT executive director James Turk. "CAUT fully supports the effort to protect established practices of autonomy and collegiality in university governance."

If passed, Bill 38 would require that 60 per cent of members on a university's board of governors be "external" to the university community, effectively placing power and control in the hands of people with no ties to the university. Nor can the board's chair be a member of the university community. Only 25 per cent of the board's membership needs to be drawn from within the university.

FQPPU is circulating a petition in opposition to the bill, stating that the proposed legislation "furthers an accelerating trend towards privatization of a public enterprise by forcing the adoption of for-profit corporate practices."

The bill also stipulates three man-

The bill also stipulates three mandatory board committees — governance and ethics, audit, and human resources — composed of "independent directors and not more than one member from the university community."

community."

The motion passed by Council recognizes that the bill "severely undermines academic communi-

ties' involvement within academic bodies responsible for academic, scientific, professional or administrative decision making." It effectively weakens the long-standing bicameral model of collegial governance — one which includes both a board of governors and a senate working together in the best interests of the university community.

Instead, "universities will be governed by boards largely composed of external members," Turk notes. "The three committees will have virtually no university community representation, and will make so many important decisions by people with almost no institutional affinity."

Version française à la page A10.

## NEWS ACTUALITÉS

## **New Members Welcomed by CAUT**

UNIT 2 of CUPE Local 3906, which represents sessional lec-turers, music instructors and postdocs at McMaster University, and Concordia University College of Alberta Faculty Association, formed in 2003 with 52 full-time members. were approved for CAUT membership at the association's recent council meeting.

The members of both CUPE

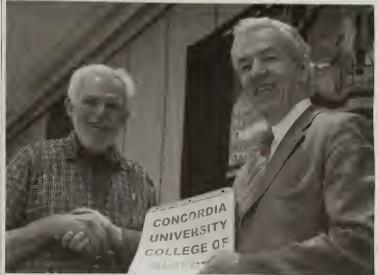
3906 and Concordia's faculty association voted earlier this year to

"We are delighted to welcome CUCAFA and CUPE 3906 as members," said CAUT executive director James Turk. "We look forward to both organizations playing an active role in CAUT.

Successful affiliation requires that objectives, practices and constitution of a local association are com-patible with those of CAUT.

"Clearly the applications for membership submitted by the McMaster and Concordia organizations meet criteria set by CAUT," Turk

CUCAFA and CUPE 3906 are the 71st and 72nd local association members of CALIT



CAUT executive director James Turk welcomes William Freed, left, president of the Concordia University College of Alberta Faculty Association, at the council meeting in Ottawa Nov. 27.

### L'ACPPU accueille deux nouveaux membres

As récente assemblée semes-trielle, le conseil de l'ACPPU a approuvé l'adhésion de deux nouveaux membres : la section locale 3906 du SCFP (unité 2), qui représente les charges de cours, les instructeurs de musique et les post-doctorants à l'Université Mc-Master, et l'association du personnel académique du Collège uni-

versitaire Concordia de l'Alberta (CUCAFA), qui, crèée en 2003, compte à l'heure actuelle 52 mem-bres à temps plein. Les membres du SCFP 3906 et

du CUCAFA avaient voté plus tôt cette année en faveur de l'adhésion à l'ACPPU de leurs syndicats respectifs.

« Nous sommes ravis d'accueillir

dans nos rangs ces deux nouveaux membres qui sauront jouer un rôle actif au sein de notre association », a déclaré le directeur général de

l'ACPPU, James Turk.
La compatibilité des objectifs, pra-tiques et statuts d'une association locale avec ceux de l'ACPPU constitue l'une des conditions d'adhésion à cette dernière

« Les demandes d'adhésion présentées par les associations de McMaster et de Concordia satis-font bel et bien à tous les critères établis par l'ACPPU », a ajouté M Turk

La CUCAFA et le SCFP 3906 devienment donc les 71e et 72e associations membres locales de

## Sondage: l'opinion favorable dans l'ensemble à une hausse des dépenses en EPS

seraient favorables à l'augmentation des dépenses publiques en éducation postsecondaire (EPS) même si une telle mesure impliquait une hausse d'impôt, révèle le dernier sondage ACPPU-Harris/ Décima dont les résultats ont été dévoilés le 27 novembre.

Il ressort également de cette enquête que, de l'avis des Canadiens, les gouvernements du pays dans leur ensemble ne contribuent pas suffisamment au secteur de l'éducation postsecondaire. En outre, plus de 60 % des personnes inter-

ment fedéral jouer un rôle renforcé dans le financement de la formation postsecondaire et assortir de conditions les transferts de fonds aux provinces destinés aux universités et aux collèges.

Un peu moins de huit Canadiens sur dix croient que l'éducation postsecondaire est plus importante que

« Ces chiffres montrent à quel point les Canadiens comprennent que la reprise économique à long terme est tributaire d'une éducation postsecondaire accessible et de qualité et que tous les gouvernements doivent faire de celle-ci une priorité élevée », a déclaré le directeur gé-néral de l'ACPPU, James Turk.

En ce qui a trait à l'accès à l'éducation postsecondaire, près de la moitié des personnes interrogées estiment qu'il est plus difficile de poursuivre des études collégiales ou universitaires aujourd'hui qu'il y a dix ans, et 48 % des répondants considèrent que les nouveaux crêdits pour l'éducation postsecondaire devraient servir en priorité à abaisser les frais de scolarité.

Finalement, toujours selon le son-

dage, 56 % des Canadiens croient qu'un grand nombre d'étudiants qualifiés n'ont pas accès à l'éducation postsecondaire et 75 % d'entre eux en attribuent la cause à son coût ėlevé. ■

#### SUR INTERNET

Les résultats complets du sondage peu-vent être consultés à www.acppu.ca.

#### MÉTHODE D'ENQUÊTE

Le sondage téléphonique a été réalisé du 12 au 22 novembre 2009 auprès de 2 021 adultes canadiens. La marge d'erreur de cet échantillon est de 2,2 %

English on page A4.

#### **Council Confers Milner Award on 16 Heroes**

"We were just back from Walter's two years at Oxford," Beryl wrote in a letter mailed to CAUT. "We had our first child, a three month old baby, and it was his first academic job. The day after we arrived in Winnipeg after driving from Victoria was the day the story broke in the papers. We seemed to make instant friends and instant foes, and Walter joined the friends in resigning a week later. So much for our first job. "Walter and I learned a great deal

that year. The most important thing

we learned was that a job is just a job but you carry your principles with you through life. That expe-rience certainly helped us define our principles."

our principles."

Life was difficult for many follow ing their resignations, although all went on to important careers - both inside and outside the academy. Crowe's firing and the resignations of the 16 were headline news across Canada, dividing Winnipeg and

the university community.

The board of regents at United College remained resolute in its determination it had acted properly. In a

letter to Marian Martin, one of those who resigned, board chair Allan Watson wrote, "It would appear that you have not informed yourself of all the relevant facts, as otherwise I do not believe that you could reasonably escape the conclusion that the principles of academic freedom are not involved in the present situation."

He added that the board is "com-

posed of thirty-eight men and one woman who have won the esteem of their fellow citizens over a long period... Do you not think it possible that the joint decision of these highly esteemed and respected citizens of Winnipeg could be right and that you could be wrong?"

Watson's question was answered by the 1959 Laskin-Fowke investigatory report commissioned by CAUT: "It is no part of the func-tion of a professor to speak only in accents familiar to the administration ... Crowe has been a victim of injustice, violative of academic freedom and tenure."■

The committee of inquiry report Bora Laskin and Vernon Fowke authored for CAUT on the Crowe case is available at www.caut.ca/uploads/CroweReport.pdf.

#### **CAUT Supports Call for Afghan Detainee Inquiry**

NATER has added its union to Calls for a public inquiry into the treatment of Afghan detainees the result of a decision made Nov. 28 at the association's Council meeting.

Penni Stewart, president of CAUT, said a resolution for Parliament to establish an independent inquiry into whether Canada met all international legal obligations in the handover of Afghan prisoners captured by Canadian troops passed with overwhelming

support.
CAUT's resolution acknowledges the "respect for civil liber-ties, fundamental human rights and transparent, democratic processes are the bedrock of a democratic society.

Stewart said when developments undermine these values, "free intellectual inquiry, academic freedom and independent academic institutions are also threatened"

She said that testimony to a House of Commons committee reveals Canada, in its prosecution of the war in Afghanistan, may have breached fundamental human rights obligations "specifically, the duty to ensure detainees are not transferred to a risk of torture."

The resolution says the government has tried to cover up revelations of detainee abuse by ignoring and suppressing reports establish-ing a credible risk of torture and attempting to suppress witness tes-timony before the Commons committee and the Military Police Complaints Commission.

We believe that protocols governing democratic societies should be strongly protected and that the government has an obligation to its citizens to guarantee and protect fun-damental values," Stewart said.
"This is why delegates to our

Council meeting were so strongly in support of the need for an independent inquiry with a mandate to subpoena all relevant witnesses and evidence and to recommend prosecutions of responsible individuals, if warranted, under Canadian and international law."

Version française à la page A7.

#### Settlement Ends Wightman Case

THE case of former Acadia University professor Colin Wightman has been settled. The settlement terms reached last month are confidential.

Acadia and CAUT reached an agreement earlier this year to refer the issue of whether there was just cause for Wightman's dismissal in September 2007 to an arbitration board that would have full remedial authority, including the power to order reinstatement or substitute a lesser penalty or other remedy.

The agreement further stipulated that the parties would be bound by the arbitration award and that CAUT's pending censure proceedings against the university would be terminated.

Version française à la page All.

#### CALL FOR NOMINATIONS \\ APPEL DE CANDIDATURES

#### **CAUT Executive Committee** Comité de direction de l'ACPPU

CAUT is seeking nominations to fill executive committee vacancies that will be open in 2010. L'ACPPU sollicite des candidatures aux postes à combler au sein du comité de direction en 2010.

#### Positions Available

- Vice-President
- Treasurer
  Members-at-Large (3) Chair
- Librarians Committee

» Chair, Collective Bargaining & Economic Benefits Committee

Deadline: 1 March 2010

- 10.

  Postes ouverts

  >>> Président/présidente

  >>> Uce-président/vice-présidente

  >>> Tésonier/trésorière

  >>> Membres ordinaires (3)

  >>> Président/présidente,

  Comité des bibliothécaires

  >>> Président/présidente,

  Comité des bibliothécaires

  >>> Président (présidente,

  Comité de la négociation collective et des avantages économiques

Date limite: 1er mars 2010

#### COMMITTEE VACANCIES \\ POSTES À COMBLER

#### **CAUT Standing Committees** Comités permanents de l'ACPPU

CAUT is seeking potential members for its 4 standing committees of Council. L'ACPPU est à la recherche de membres qui pourraient occuper des postes au sein des 4 comités permanents du Conseil.

#### Positions Available

- Positions Available

  Academic Freedom & Ienure Committee (3)

  Collective Bargaining & Economic Benefits Committee
  (1 or 2, dependent on whether a serving member is elected chair)

  Librarians Committee
  (3 or 4, dependent on whether a serving member is elected chair)

  Women's Committee (2)

#### Postes auverts

- ostes ouverts Comité de la liberté académique et de la permanence de l'emploi (3) Comité de la négociation collective et des avantages économiques (1 ou 2, selon qu'un membre siégeant au comité est élu à la présidence)
- Comité des bibliothécaires

(3 ou 4, selon qu'un membre siègeant au comité est élu à la présidence) (Comité des femmes (2) Date limite · 1er février 2010

#### Deadline: 1 February 2010

www.caut.ca www.acppu.ca For more information on positions and instructions for submitting names please visit www.caut.ca. Pour plus d'information sur les postes et la présentation de candidatures : www.acppu.ca.

Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

## **ACTUALITÉS**

## Un couple d'universitaires honorés pour son apport à la promotion de la négociation collective

l'ACPPU a honoré deux profes-seurs de l'Université Wilfrid Laurier, Doug et Joyce Lorimer, en leur remettant le prix Donald-C.-Savage pour souligner leur
« apport exceptionnel à la promo-

tion de la négociation collective dans les universités et collèges

Les époux Lorimer sont le pre-mier couple à recevoir une distinction de l'ACPPU depuis la création de l'association il y a 58 ans et les cinquième et sixième lauréats de ce prix crèè en 1997. Ils ont tous deux été nommés en reconnaissance de leur contribution à la négociation collective et de leurs qualités individuelles qui ont déterminé leur engagement.

Donald Savage, ancien directeur genéral de l'ACPPU en l'honneur de qui le prix a été créé, est venu spécialement à l'assemblée du conseil pour remettre les prix aux

« C'est un grand honneur pour moi de voir mon nom associé au leur sous cette distinction », a déclaré M. Savage. « C'est aussi un privilège d'être parmi vous pour décerner ce prix à deux personnes qui ont oeuvre avant autant d'impor-tance pour la cause de la négociation collective et qui, par leur militantisme actif depuis plus de deux

décennies, ont prêté main-forte aux associations de personnel académique de tout le pays.

Joyce Lorimer, que l'on décrit comme une universitaire de premier plan au sein de son établissement. siège presque sans interruption depuis 1987 au comité de direction de l'association du personnel académique de l'Université Wilfrid Laurier (WLUFA), dont elle a également assume la présidence et la vice-présidence à plusieurs reprises. Elle a figurė parmi les principaux acteurs qui ont contribué au succès de la campagne d'accrèditation de la WLUFA, et elle a joue par la suite un rôle déterminant dans la syndicalisation et l'accréditation de l'unitè de nègociation du personnel académique contractuel. À l'échelle provinciale, elle a représenté la WLUFA au sein du conseil de l'Union des associations des professeurs des universités de l'Ontario (OCUFA), où elle a ègalement occupe le poste de tresorière. Elle a exercé de nombreuses fonctions à tous les niveaux de l'ACPPU, notamment à titre de présidente pour deux mandats (1994-1996). de présidente sortante, de membre du comité de direction et de présidente de la Coopérative de négo-ciation collective (1993), où elle a exercé un leadership politique crucial au moment historique où la negociation collective a été réintégrée au coeur des activités dominantes de l'ACPPU.

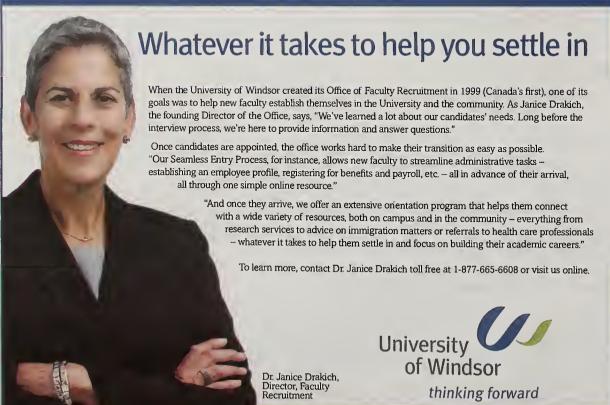
Doug Lorimer milite activement au sein de la WLUFA depuis plus de 30 ans et il en a été le président en 1985-1986. Négociateur en chef chevronne, il fait partie de l'équipe de negociation de l'association depuis l'èpoque, en 1990, où celle-ci a conclu sa première convention collective. Cet « accro de la négociation collective », comme il se décrit lui-même, a aussi négocié les trois premiers contrats de travail du personnel académique contractuel de l'Université Wilfrid Laurier. À l'échelle provinciale, il siège au comité de la négociation collective de l'OCUFA depuis 1988, dont trois années en tant que président. À l'ACPPU, il est membre du Comité de la négociation collective et des avantages économiques de-puis 2003 et il en assume la présidence depuis 2006.

L'OCUFA a récemment créé le prix Lorimer en reconnaissance des contributions exceptionnelles des deux époux à la promotion de la negociation collective en

English on page A7.

uwindsor.ca/facultypositions

#### FOR SUPPORT NEW FACULTY



## HENS ACTUALITÉS

## The Power of Two

Husband-&-wife team recognized with CAUT award for collective bargaining contributions

WILFRID Laurier University pro-fessors Doug and Joyce Lorimer have each been recognized by CAUT with the Donald C. Savage Award "for outstanding achievements in the promotion of collective bargaining in Canadian universities and colleges."

The Lorimers are the first husband and wife team to win a CAUT award in the 58-year history of the association and the fifth and sixth recipients to take home the award since its creation in 1997. They were cited both for their contributions to collective bargaining and their personal characteristics that have shaped those achievements.

Donald Savage, former executive director of CAUT and in whose name the award is given, made a special appearance during CAUT's November Council meeting to present the Lorimers with their awards

"To know that my name is in the same award as theirs is an honor," Savage said. "It's a privilege to be here to present the award to two people who have done so much in the cause of collective bargaining and whose renowned activism over more than two decades has helped academic staff associations across the country."

Joyce Lorimer, who is described

as an "outstanding academic leader" at her institution, has served on the executive committee of the Wilfrid



Among Collective Bargaining's Best — Joyce & Doug Lorimer celebrate with Donald Savage, centre, at CAUT's council meeting Nov. 27 after receiving their awards.

Laurier University Faculty Association almost continuously since 1987, including multiple terms as vice-president and president. She was one of the major players during WLUFA's successful union drive and later played a critical role in organizing and certifying the contract academic staff bargaining unit. She has represented WLUFA at the provincial level on the Ontario Confederation of University Faculty Association's board and served as OCUFA's treasurer. She has performed numerous roles at all levels of CAUT, including two terms as president (1994-1996) and past pre-

sident, and as an executive committee member and later chair of the Collective Bargaining Cooperative (1993), "providing critical political leadership" at an historic moment when collective bargaining was reintegrated into the mainstream of CAUT activities

Doug Lorimer has been active in WLUFA for more than 30 years, including serving a year as president in 1985–1986 and as chief negotia-tor for the association's first collective agreement in 1990 and in every round of negotiations since then. The self-professed "collective bargaining addict" has also negotiated | Version française à la page A6.

the three agreements for Laurier contract academic staff. At the provincial level, he has served on OCUFA's collective bargaining committee since 1988 and as committee chair for three years. He joined CAUT's collective bargaining and economic benefits com-mittee in 2003 and has served as its chair since 2006.

Their contributions to furthering collective bargaining have also been recognized by OCUFA with the recent establishment of the Lorimer Award =

#### Péril en la demeure des bibliothécaires

Suite de la PAGE A3

sont chargés de prêter main-forte dans des domaines comme les technologies de l'information.

Une autre façon d'économiser est de bloquer les effectifs, alors que le nombre d'inscriptions continue d'augmenter, ou de ne pas combler les postes de bibliothécaire devenus vacants par attrition.

On s'efforce également de dévaloriser la spécialisation et de faire des compètences des bibliothècaires des compétences génériques. Dans la nouvelle bibliothèque réduite à sa plus simple expression, on fait

savoir aux bibliothécaires qu'ils ne devraient plus s'attendre à travailler principalement ou exclusivement dans leur discipline. Récemment, au cours de négociations, la haute direction de Western Ontario a voulu s'arroger le droit de réaf-fecter le personnel d'une bibliothèque à une autre sans tenir compte de la spécialité.

Les innovations technologiques et les économies budgétaires changent ègalement le rôle des bibliothécaires. Maintenant, c'est souvent la haute direction qui prend les décisions au sujet du développement et de la gestion des collections, activités clès traditionnellement réservêes aux bibliothécaires, ce qui est révélateur des marchés globaux devenus monnaie courante

À mesure que le rôle des biblio-thècaires se rétrécit et qu'il est plus supervise, la liberte academique s'effrite. Dans certains établisse-ments, les bibliothécaires disent que la haute direction cherche à encadrer la préparation des programmes d'études et des cours, à contrôler la participation aux activités de gouvernance et aux congrès savants et professionnels et à superviser les travaux d'érudition des bibliothécaires en revoyant leurs

articles et leurs demandes de subvention avant leur soumission ou leur publication.

Il est d'une urgence capitale de défendre le rôle des bibliothécaires dans nos établissements postsecondaires. Pour bien se protèger de cette agression contre la profession, il faut obtenir le soutien de l'ensemble du personnel académique dans ces établissements. Et le meilleur moyen de se prémunir contre le danger est de s'affirmer et d'exiger le respect de ses droits au moment de négocier des conventions collectives.

#### **Broader Rights for Contract Academics**

→ From PAGE A2

Long-serving contract staff may lack confidence to take the next step because employers have told them in subtle and not-so-subtle ways that they don't count. An in-clusive post-secondary system can reverse this harm by providing colleagues who lack the pay or job security of those on the tenure track with the time and resources necessary to perform their professional

We must negotiate pro-rata for those off the tenure-track as a way to preserve the profession, but we must also incorporate "grandparenting" provisions that can take several different forms. First, we fully expect that when pro-rata is achieved it will be phased in over a number of years, providing a built-in buffer for those concerned about making the transition.

Further, we should establish the norm that all who work as academic staff will undertake the full range of academic duties. We are confident a vast majority of contract staff will be eager to participate fully, particularly when we envision research and creative activities in a much broader sense. However, those who have been in teachingonly positions for many years and don't want to shoulder a research component should be allowed to

finish their academic careers on a stipendiary basis.

The current system, in which an increasing amount of teaching was assigned to "teaching-only" instructors, came at a great cost. Economic inequality among academic staff increased, and we became increasingly separated by a realm of haves and have-nots. And people had truncated academic careers, because their research potential was quashed and in many cases promising young academics have left the profession. Pro-rata is our effort to fight this.

Our guiding principle must be that all academic staff at an academic institution, whether it is an

undergraduate college or university with doctoral programs, should be able to participate in the full academic life of that institution regardless of appointment status From this transition will come a much healthier system, one in which students and society are well served by academic staff who undertake all aspects of the academic job.

Cindy Oliver, Catherine Christie, George Davison, Sandra Hoenle, Kelly MacFar-lane, Geoff Martin, Rick Gooding and Leslie Jermyn are members of CAUT's contract academic staff committee.

The views expressed are those of the authors and not necessarily CAUT.

#### Vote unanime du Conseil en faveur d'une enquête sur les détenus afghans

PAR la voie d'une décision prise le 28 novembre lors de l'assem-blée semestrielle de son conseil, l'ACPPU ajoute sa voix aux appels qui réclament la tenue d'une enquête publique sur le traitement des détenus afghans.

La présidente de l'ACPPU, Penni Stewart, s'est rejoui du vote unanime exprime en faveur d'une ré-solution demandant au Parlement de creer une commission d'enquête chargée de déterminer si le Canada a respecté toutes ses obligations juridiques internationales dans le cadre du transfert des prisonniers afghans captures par les troupes canadiennes.

La résolution de l'ACPPU reconnaît que « le respect des libertes civiles et des droits humains fondamentaux sur la base de processus démocratiques et transparents est la pierre angulaire d'une société démocratique ».

Toute atteinte à ces valeurs fondamentales, prévient M<sup>me</sup> Stewart, « met en peril la liberté de recherche intellectuelle, la liberté académique et l'indépendance des établissements d'enseignement supėrieur »

Selon des témoignages livrès de-vant un comité de la Chambre des communes, indique M<sup>me</sup> Stewart, le Canada, dans la guerre qu'il poursuit en Afghanistan, pourrait avoir violė les obligations qui lui sont faites de respecter les droits humains fondamentaux, « parti-culièrement l'obligation de s'assu-rer que les personnes détenues ne risquent pas la torture après avoir èté transférées »

La résolution déclare que le gouvernement a essaye d'étouffer les révélations sur le traitement abusif des détenus en ne faisant aucun cas – quand il n'en empéchait pas la publication - des rapports qui font apparaître un risque crédible de torture, et en tentant de supprimer les témoignages déposés devant le comité parlementaire et la Commission d'examen des plaintes concernant la police militaire.

Nous croyons qu'il faille rigoureusement protèger les protocoles qui encadrent les sociétés démocratiques et que le gouvernement doive être tenu envers ses citoyens de l'obligation de garantir et de protèger les valeurs fondamentales », a déclaré M<sup>me</sup> Stewart.

« C'est la raison pour laquelle les délègues présents à notre assemblée du Conseil ont fermement reconnu la nècessité de crèer une commission d'enquête indépen-dante qui non seulement aurait le pouvoir d'assigner tous les témoins et de produire en preuve tous les éléments qu'elle juge nécessaires, mais qui serait aussi chargée de recommander, s'il y a lieu, d'intenter des poursuites contre les personnes jugées responsables en vertu de la loi canadienne et du droit international. »

English on page A5.

## **NEWS ACTUALITÉS**

## **NSERC Slammed over New Programs**

ACADEMIC staff associations meeting in Ottawa for CAUT's recent Council meeting voted unanimously in opposition to new grant programs at the Natural Sciences and Engineering Research Council that will provide public funds for projects to solve "companyspecific" problems for the private sector

The new initiatives, dubbed the Engage Grants Program and the Interaction Grants Program, were announced on Nov. 24 as part of NSERC's Strategy for Partnership and Innovation.

"The unanimous vote by delegates to the strongly-worded resolution against the new NSERC programs is very significant," said James Turk, executive director of

CAUT. "We are deeply distressed NSERC established these programs without any consultation with the broader academic research community.

The resolution says: "NSERC must remain a granting council that enables peer-reviewed fundamental research. Whereas linkages between industry and universities consistent with academic freedom are possible, the targeting of grant-ing council funds to private industry's needs erodes Canada's capacity to contribute to the general advancement of knowledge in the public interest."

Turk says a big concern is that NSERC's focus is reflected in the fact that more than half of its council members are from the private

sector, and that many are not even scientists

"At a time when virtually the only source of funding for basic research is Canada's three granting councils, it is worrisome to see the direction NSERC is taking by establishing these two programs, he said, adding that providing public money so researchers can solve "company-specific" problems is tantamount to providing "free labour for the corporate sector.

CAUT has written a letter to NSERC's president, asking to meet to discuss the programs and to ensure better consultation before future programs are established.

Version française à la page Al1.

#### **Educators Beware the Anti-Counterfeiting Trade Agreement**

From PAGE A2

in court or have a chance to appeal. It would only take three notices for an ISP to cut service to a user.

The treaty would provide legal protection for digital locks and security protection on material - provisions that draw directly from the U.S. Digital Millennium Copyright Act, but extend far beyond existing international law and Canada's copyright law. As some American faculty have learned the hard way, these "anti-circumvention" measures have had the unintended consequence of stifling some scientific research. Since the U.S. copyright law has been in force, a number of computer scientists researching software and network security have faced lawsuits and criminal prosecution as a result of their legitimate research activities into anti-circumvention technologies.

There is much at stake for acad-emic staff in Canada in the ACTA negotiations. The treaty would have serious consequences for the proposed reforms to our domestic copy right law. After facing a storm of protests last year, the federal government was forced to withdraw proposed copyright reform legislation. A series of public consultations was launched where the dominant message heard from Canadians was that of the need to better balance

the rights of owners, creators and users. Industry Minister Tony Clement has promised a "made in Canada" approach to copyright reform. But that could all change if Canada signs ACTA.

ACTA would in effect impose the worst features of U.S. copyright law on copyright policy created domestically. It would remake and lock in operous restrictions on copyrighted works. It would further narrow the meaning of fair use, making it more difficult for academic staff to access and use material for education and research

The good news is that ACTA isn't a done deal. There's still time to demand greater transparency and to press for a more balanced approach to global copyright rules. Academic staff have a unique role to play in this debate, sharing the concerns of owners, creators and users. As creators and owners of copyrighted material, academics understand the importance of protecting their scholarly work. But as users of copyrighted material, they're also aware, particularly in the age of digital information, of the importance of ensuring fair access in order to advance knowledge and research.

David Robinson is associate executive director of CAUT.

#### **Aboriginal Voices: Knowledge, Traditions & Values**

ORE than 80 Aboriginal scholars from across Canada participated in CAUT's Transforming the Academy conference in Saskatoon last month.

"The focus on transformation reflects the urgency in Aboriginal educators' demands that post-secondary institutions recognize cultural differences and Aboriginal learning needs and traditions, particularly the need to integrate and respect the importance of indigenous know-

ledge and the role of elders in the educational process," said CAUT president Penni Stewart.

The three-day event was the second conference organized by CAUT's Working Group on Aboriginal Post-Secondary Education.

Topics on the agenda included negotiating the multicultural classroom, helping individuals improve or achieve their life/work potential, creating research/knowledge mobilization opportunities, supporting

Aboriginal graduate students and working conditions among others.
"We assembled two outstanding

panels of national presenters, and we were thrilled with the response and participation in this conference,"

Stewart said.

"This is all about making the academy responsive to Aboriginal needs and traditions. Too often, institutional discrimination continues to pose barriers."

## **HarryCrowe**

A conference on accountability and quality in higher education



I want to reach for the stars, but I'm under this microscope.

Novotel Toronto Centre • Toronto Canada 29-31 JANUARY 2010

Although governments have proven willing to cut back on support for universities and colleges, they have not been shy about calling for our institutions to demonstrate greater productivity and "excellence." This enthusiasm for outcomes has promoted an ancillary industry generating "metrics" and "measurables" to meet the demand for hard evidence that our institutions are being held accountable. The price of this distrust is not insignificant.

In its third conference, the Harry Crowe Foundation will focus on outcomes-based measures of productivity and quality in the academy. An impressive group of international experts has been invited to consider assessment and its discontents, and the final plenary session will involve audience members in an extended discussion of just how an optimal system of assessment in higher education might look.

More information and conference materials available at

www.crowefoundation.ca/conferences/2010/

\* JANET ATKINSON-GROSJEAN Senior Research Associate, Centre for Applied Ethics, University of British Columbia & author of Public Science, Private Interests: Culture and Commerce in Canada's Networks of Centres of Excelle

#### \* THOMAS OOCHERTY

Professor of English & of Comparative Literature, University of Warwick & author of The English Question, or Academic Freedoms (2008)

#### \* SHERMAN OORN

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SPEAKERS

Professor, College of Education, University of South Florida & author of Accountability Frankenstein: Understanding and Taming the Monster (2007)

#### **★ JESÚS FRANCISCO GALAZ FONTES**

Trinciple GALAC FUNIES
Professor of Education at the Raculty of Human Sciences & at the Engineering Institute, Universidad Autónoma de Baja California & coordinator of the Mexican National Study for the Changing Academic Profession, an International research project (www.uni-kassel.de/wz1/cap/international.ghk)

#### \* KATHERINE GIROUX-BOUGARO

National Chalrperson, Canadian Federation of Students & former president of the Memorial University of Newfoundland Students' Union

★ LISA LUCAS
Senior Lecturer in Education, Graduate School of Education, University
of 8ristol & author of The Research Game in Academic Life (2006)

#### \* OEBORAH POFF

President & Vice-Chancellor of Brandon University & editor-in-chief of the Journal of Academic Ethics

#### \* JAMES F. PONTUSO

A JANIES F. POINTUSO
Charles Patterson Professor of Government & Foreign Affairs, Hampden Sydney College & author of Vaclav Havel: Civic Responsibility in the Postmodern Age (2004)

#### \* SUSAN ROBERTSON

\* SUSAN RUBERTSON\*
Professor of Sociology of Education & Coordinator of the Centre for Globalization, Education, & Societies at the University of Bristol & founding editor of the Globalisation, Societies and Education Journal

General Secretary of the American Association of University Professors & former president of the Association for the Study of Higher Education

★ PETER H. SAWCHUK Associate Professor, Ontario Institute for Studies in Education & chair of the International advisory committee of the Researching Work and Learning conference series

#### \* PAUL SHAKER

\* PAUL STIAKEN
Professor Emeritus, Faculty of Education, Simon Fraser University &
executive producer & host of Your Education Matters, a monthly program
alred on Shaw TV in British Columbia (www.youreducationmatters.ca)

Associate Professor of Sociology, York University & president of the Canadian Association of University Teachers

\* JAMES 1 URK Executive Director of the Canadian Association of University Teachers & editor of Universities at Risk: How Politics, Special Interests and Corporatization Threaten Academic Integrity (2008)

## COIN DES LIVRES

## **QUICK PICKS**



### Love the Questions: University Education and **Enlightenment**

lan Angus. Winnipeg, MB: Arbeiter Ring Publishing, 2009; 176 pp; ISBN: 978-1-89403-740-2, paper \$14.95 CA.

What are universities good for? This question has generated intense debate and is often seen symptom of crises in society, politics and culture. Where radicals once critiqued univer-sities' elitism, that argument has recently been turned on its head: many academic administra-

tors and business leaders now see a university education as little more than job training for the information economy. Such pressures threaten universities' ability to play the critical social role that justifies them. Love the Questions is a provocative look at the central questions facing university education today. Drawing on decades of experience in the scholarly trenches, Ian Angus considers the future of academic freedom in an increasingly corporate university setting, the role of technology, interdisciplinary study, and the possibilities for critical enlightenment and solidarity.

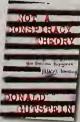


#### **Defending the** Indefensible: The Global **Asbestos Industry and** Its Fight for Survival

Jock McCulloch & Geoffrey Tweedale. New York, NY: Oxford University Press Inc., 200B; 336 pp; ISBN: 978-0-19953-485-2, hardcover \$60 CA.

In the early 20th century, asbestos had a reputation as a lifesaver. In 1960, however, it became known that even relatively brief exposure to asbestos can cause mesothelioma, a virulent and

lethal cancer. Yet the bulk of the world's asbestos was mined after 1960 and its usage in many countries continued unabated in the face of mounting evidence of its dangers. This is the first global history of how the as-bestos industry and its allies in government, insurance and medicine de-fended the product throughout the 20th century. It explains how asbestos has proved so enduring because the industry was able to mount a successful defense strategy for the mineral — a strategy that still operates in some parts of the world. This defense involved shaping public debate by censoring, and sometimes corrupting, scientific research and nurturing scientific uncertainty. Defending the Indefensible also discusses the threat scienaric uncertainty. Defending the inactinated also discusses the threat of asbestos in the environment, victims' compensation, and the continued use of asbestos in the developing world. It shows how asbestos can be seen as a model for many industrial diseases — indeed for a whole range of hazards produced by industrial societies. The book pulls together a wealth of documentary material gained from legal discovery, supplemented by oral evidence from the authors' visits and research in the US, the UK, Canada, Kazakhstan, Zimbabwe, Australia, Swaziland and South Africa.



#### **Not a Conspiracy Theory: How Business Propaganda** Hijacks Democracy

Donald Gutstein. Toronto, ON: Key Porter Books, 2009; 320 pp; ISBN: 978-1-55470-191-9, paper

North Americans have expressed themselves loud and clear on a wide range of issues — like the need for expanded and affordable health care — but it often feels like the politicians in power aren't really listening. The truth is, maybe they aren't. In Not a Conspiracy Theory, Donald

Gutstein skillfully documents one of the most important but least recog-Guistein stallingly documents one of the most important but least recog-nized political developments in the last 30 years: the prolonged propa-ganda campaigns mounted by business to change our minds on funda-mental issues of social life. He explores the roots of corporate propaganda in the United States and traces its rise and influence across Canada. He in the United States and vaces is use and influence across canada. He documents how corporate propaganda works, who funds it and how it is marketed to the mainstream media ... usually without you ever knowing. For anyone who worries that the propaganda machine has hijacked the democratic process, Gutstein's book is a must read.

## **Watching Big Brother Watching**



#### The Privacy Advocates: **Resisting the Spread of Surveillance**

Colin Bennett. Cambridge, MA: The MIT Press, 200B; 259 pp; ISBN: 978-0-26202-638-3. cloth \$2B us.

DI MIIDDAY MOLLADO

WHEN did you connect When I look back, it was those moments when my Grade 5 teacher would squeeze in the space beside

me at my little desk and watch me do my schoolwork. I would fidget, become self-conscious, often freeze up, do anything but my school assignment under her intrusive, though friendly, gaze.

Inevitably, surveillance begets changes in behaviour. That is, if you're even conscious of the surveillance one of the key challenges for privacy self-advocacy in a modern age of faceless surveillance technology.

Although I doubt those moments back in fifth grade motivated me to work professionally in the area of prihelp to make me aware of the connection, no doubt unconsciously at the time.

unconsciously at the line.

Since freedom matters, who makes it their business to fight for privacy? Colin Bennett's *The Privacy Advocates* sets out to answer that precise question: "When

cates sets out to answer that precise question: "When surveillance practices emerge, who mobilizes against them, how and with what effect?"

Those who know Bennett – a political science professor at the University of Victoria – know that he is a familiar face on the privacy scene. He's authored several books on privacy, is a regular commentator in the media and to precipitate in the produce and to precipitate in the media and the the med the media and to government on privacy issues and speaks frequently at privacy conferences - one of the speaks urequently at privacy conferences — one of the principal ways privacy advocates network. The net-work's not particularly large. And, in spite of his medi-tation on the ethical quandaries of the scholar advo-cate, Bennett confesses that he regards himself as a privacy advocate.

The Privacy Advocates blends various research about social movements, key historical privacy controversies and the elusive concept of privacy itself while painting a unique picture of the civil society groups and individuals that protect privacy, the archetypical roles they play, the strategies and tactics they employ to protect it, and the relative degree to which they have coalesced into a more or less effective network. Bennett concludes with the prospects of success for building an effective advocacy network into

Early on, Bennett lets us know who his book is about and who it is not about. Out of his focus are the many data protection commissioners who are key defenders of privacy in Canada, such as federal Privacy Commissioner Jennifer Stoddart or influential provincial commissioners like Ann Cavoukian and David Loukidelis. Bennett's scope is international, but his focus is on the people and groups in civil society, not government or quasi-government agencies. Indeed there are no such agencies in the United States. There the game is played by personalities and NGOs.

Bennett does however recognize the influence of privacy commissioners when he examines the future of the privacy advocacy movement: "... there is the strong possibility that 'political space' for privacy advocacy has been crowded out by the official (government sponsored) agencies — the privacy and data protection commissioners performing their various investigative, auditing, complaints resolution, analytical and enforcement responsibilities in various countries ... Thus, in countries like Canada, the network of federal and provincial privacy commissioners is seen by the media and general public as the obvious spokespersons for the privacy issue."

While I wouldn't put it so strongly — indeed a good

journalist in our country will make sure that she gets both a commissioner's viewpoint and an advocate's the hill gets steeper for the privacy advocate's cause if the relevant commissioner's view is different. On If the relevant commissioners when is mattern. Only this point, Bennett misses a great opportunity to more carefully examine the relationship between privacy commissioners — often labeled privacy 'czars' — and advocates

Despite working in the area for many years, I now Despite working in the ates to thiany years, those a better understanding of the particular people at the centre of the cause and their ways. Particularly insightful is Bernett's final chapter on why the privacy advocacy movement doesn't match the breadth or influence of the environmental or human rights movements. Regrettably, the line "nothing to hide, nothing to fear" still resonates among the public. But there are many other reasons and Bennett reveals them all. For current or prospective privacy advocates, Bennett provides much to ponder.

For those in the academy, this book is timely. One of my first tasks as the new executive director of the University of British Columbia Faculty Association in 2006 was to fend off a draconian new "privacy" policy at UBC. The policy was deeply problematic. It sought to reverse the standard that academics have "custody and control" over their own teaching and research materials and replace it with the university's ubiquitous authority to intrude on any piece of paper or electron-ic document because of the mere fact that a faculty member uses UBC's information or communication systems, broadly defined. Breathtaking in scope, the proposal posed a fundamental threat to academic free dom. Fortunately, the faculty association persuaded the board of governors not to approve the policy.

But beware: this is a story that has or will be played out at a university near you. And if you need a privacy advocate on your side in the looming battles, Bennett's *The Privacy Advocates* is your guide. ■

Murray Mollard is executive director of the UBC Facult Asso-ciation. He was executive director of the B.C. Civil Liberties Association from 2000-2008 and its policy director from 1994– 2000. He dedicates this review to all grade school teachers for their lessons on privacy.

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## L'ACPPU soutient la FQPPU dans son opposition au projet de loi sur la gouvernance universitaire

Le Conseil de l'ACPPU a approuvé à l'unanimité une résolution en vue d'appuyer la Fédération québécoise des professeures et professeurs d'université (PQPPU) dans sa luite pour empêcher l'adoption du projet de loi sur la gouvernance universitaire déposé par le gouvernement du Outher.

« Une immense force de mobilisation s'est constituée au Québec contre le nouveau dépôt de cette proposition législative sans fondement », fait observer le directeur général de l'ACPPU, James Turk. « L'ACPPU soutient totalement les efforts déployés pour protèger les pratiques établies d'autonomie et de collégialité dans la gouvernance des universités. »

S'il devait être adopté, le projet de loi 38 exigerait que 60 % des membres du conseil d'administration d'une université, y compris le président, soient des membres « in-



La ministre de l'Éducation du Quétec, Michelle Courchesne, a déposé le projet de loi sur la gouvernance des universités le 16 juin dernier.

dépendants », ce qui aurait pour effet de concentrer le pouvoir et le contrôle entre les mains de personnes qui n'ont pas de lien avec la communauté universitaire. Seulement 25 % des membres du conseil devraient être issus de la communauté. La FQPPU fait actuellement circuler une pétition demandant le retrait du projet de loi 38, qui « accentue un mouvement de privatisation d'une institution de service public en lui imposant des pratiques d'entreprises à but lucratif ».

Le projet prévoit également que le conseil devra créer un comité de gouvernance et d'éthique, un comité de vérification ainsi qu'un comité des ressources humaines, tous trois investis d'énormes pouvoirs et composès de « membres indépendants », à une exception près.

La motion adoptée par le Conseil met en évidence le fait que le projet de loi « réduit gravement la participation de la communauté universitaire aux instances administratives où se prennent les décisions d'ordre académique, scientifique, professionnel et administratif ». Cette mesure affaiblit effectivement le modèle bicaméral de gouvernance collégiale, établi de longue date, où un conseil d'administration et un senat travaillent conjointement pour servir au mieux les intérêts de la communauté universitaire

universitaire.

Au lieu de quoi, « les universités seront placées sous la gouvernance de conseils composés en grande partie de membres de l'extérieur », note M. Turk. « Les trois comités, qui sont appelés à prendre de nombreuses décisions importantes, seront composés presque exclusivement de personnes qui ne sont apparentées d'aucune façon à la communauté universitaire. » ®

#### UNE PÉTITION À SIGNER

ONE PETHION A SIGNER
Pour plus de renseignements sur la pétition en faveur du retrait du projet de
loi 38, se rendre à l'adresse http://toppu.
org/bibliotheque/bulletin-fappu/specialmobilisation-gouvernance.html.

English on page A4.

#### New Collective Agreements Ratified at Nipissing, Western Ontario & Toronto

UNIONS representing academic staff at Nipissing University, the University of Western Ontario and the University of Toronto have averted strikes and ratified new collective agreements.

#### Nipissing University

Full-time members of the Nipissing University Faculty Association voted by an overwhelming majority to ratify a new contract with the university, faculty association president Todd Horton announced last month. The tentative deal was brokered just days after a commanding 95 per cent strike vote and just hours before NUFA's strike deadline Nov. 8.

A highlight of the new agreement is language protecting the percentage of courses delivered by tenure stream faculty.

"This is a huge win for our membership," Horton said. "The employer has recognized that casualization of academic work is bad for the university."

The agreement also includes release time for faculty association work, extended group benefits for members aged 65 and over and a health care spending account for retired members aged 65 and over. The union was also able to move tenure and promotion procedures into the collective agreement, and won important intellectual property language protecting members' ownership rights.

#### University of Western Ontario

At the University of Western Ontario, librarians and archivists voted by a 9to-1 margin in favour of a new collective agreement that has enhanced job security and ensured fair job performance reviews.

But more important, says faculty association president Regna Darnell, was the defeat of employer proposals that would have deprofessionalized the work of the bargaining unit.

"The employer proposed measures like involuntary relocation and reassignment, which would have eroded the expertise so crucial to the services provided by librarians and archivists at any world-class research institution," she said

"Our members stood firmly in opposition to those proposals, and as a result, we were able to reach an agreement that recognizes and preserves that vital expertise."

#### University of Toronto

Contract academic staff represented by CUPE Local 3902 at the University of Toronto have voted to accept a three-year deal that includes a new fund for research and conference travel, new job security provisions through the creation of an additional sessional lecturer category, and a salary gain of 9.3 percent over the life of the contract.

#### Le prix commémoratif Milner décerné à 16 héros

→ Suite de la PAGE A1

Kay Sigurjonsson et John Warkentin. Richard Stingle n'a pu être présent pour accepter son prix en personne.

personne.
Fred Harper, Michael Jaremko,
Kenneth McNaught, Elizabeth
Morrison, Michael Oliver, Viljo
Packer, Gerald Panting, Stewart
Reid, Margaret Stobie et Walter
Young ont été récompensés à titre
posthume. La plupart des lauréais
décédès étaient représentés par une
conjointe ou un conjoint ou par
un de leurs enfants.

Au cours de la cérémonie de remise des prix, M. Turk a lu le témoignage que Beryl Young a écrit dans une lettre à l'ACPPU au sujet de son mari Walter, qui venait alors d'être embauché pour enseigner les sciences politiques au United College.

« Nous revenions d'un séjour de deux ans à Oxford et nous avions avec nous notre premier enfant, âgé de trois mois. Walter allait occuper son premier poste de professeur dans un établissement collégial. C'est le lendemain de notre arrivée à Winnipeg, alors que nous avions conduit depuis Victoria, que la nouvelle a éclaté dans les journaux. Il nous a semblé que nous nous étions fait d'emblée des amis... et aussi des ennemis. Se rangeant aux côtés de ses amis, Walter remettait sa démission une semaine plus tard. Tant pis pour le premier emploit » « Walter et moi avons beaucoup

« Walter et moi avons beaucoup appris durant cette année. L'enseignement le plus important que nous avons tiré de cette expérience, c'est qu'un emploi n'est rien d'autre qu'un emploi, alors que vos principes, ils vous habitent toute votre vie durant. Cette expérience nous



Les défenseurs de la liberté académique — Le directeur général de l'ACPPU, James Turk, prend la parole devant les délégués à l'assemblée du Conseil, à l'occasion d'une cérémonie spéciale en l'honneur des 16 universitaires qui ont démissionné de leur poste de professeur au United College en 1958.

a assurément aidés à définir nos principes. »

Si bon nombre de celles et ceux qui ont démissionné ont connu des difficultés par la suite, elles et ils ont tous poursuivi d'importantes carrières tant au sein qu'à l'extérieur du milleu de l'enseignement supérieur. Le congédiement de M. Crowe et la démission des 16 membres du corps professoral ont fait les manchettes dans tout le pays, semant la division entre Winnipeg et la communauté universitaire.

Le conseil d'administration du United College est demeuré malgré tout résolu dans sa détermination, convaincu qu'il était d'avoir agi comme il se devait. Dans une lettre adressèe à Marian Martin, l'une des démissionnaires, le président du conseil Allan Watson écrit : « Il apparaît que vous n'avez pas pris connaissance de tous les faits pertinents, car autrement je ne crois pas que vous auriez pu vraisemblablement manquer de conclure que les principes de liberté académique ne sont, en l'occurrence, aucunement

Le conseil, ajoute-til, est composé de trente-huit hommes et d'une femme qui ont gagné l'estime de leurs concitoyens sur une longue période... Ne croyez-vous pas possible que ces citoyens de Winnipeg, respectés et tenus en haute estime, aient pris collectivement la bonne décision et que vous soyez dans l'agent? Le rapport publié en 1959 par le comité Laskin-Fowke que l'ACPPU avait créé pour enquêter sur le congédiement de M. Crowe répond à la question de M. Watson: « La fonction de professeur n'implique pas que celui-ci doive parler uniquement avec une voix familière à la direction... Harry Crowe a été victime d'une injustice, d'une violation de sa liberté académique et de sa permanence. »

#### SUR INTERNET

Don Michical Le rapport du comité d'enquête de l'ACPPU sur l'affaire Crowe, signé par Bora Laskin et Vernon Fowke, peut étre consulté (en anglais) à www.caut.ca/uploads/CroweReport.pdf.

if you can learn to read, you can learn to do, and be, anything.



## **NEWS ACTUALITÉS**

## De la main-d'oeuvre gratuite pour le secteur privé

RÉUNIES à Ottawa à l'occasion de l'assemblée du Conseil de l'ACPPU, les associations de personnel académique ont adopté à l'unanimité une résolution contre les nouveaux programmes de subventions que le Conseil de recherches en sciences naturelles et en génie (CRSNG) a lancés pour financer sur fonds publics des projets destinés à résoudre des « problémes propres à [d]es entreprises » du secteur privé.

Ces nouveaux programmes — le Programme de subventions d'engagement partenarial et le Programme de subventions d'interaction — ont été annoncés le 24 novembre dans le cadre de la nouvelle Stratégie en matière de partenariats et d'innovation du CRSNG.

« L'adoption unanime par les dèlègués d'une résolution d'opposition ferme aux nouveaux programmes est très significative de notre profonde préoccupation face à la décision du CRSNG d'établir ces programmes sans consulter au préalable le milieu de la recherche universitaire », a indiquè le directeur général de l'ACPPU, James Turk.

La résolution déclare : « Le CRSNG doit demeurer un organisme subventionnaire chargé de favoriser la recherche fondamentale avalisée par des pairs. S'il est possible d'établir entre le secteur privé et les universités des liens qui soient conformes à la liberté académique, il demeure que l'affectation ciblée des fonds du conseil subventionnaire aux besoins de recherche du secteur privé affaiblit la capacité du Canada à contribuer à l'enrichissement général des connaissances dans l'intérêt public. »

M. Turk juge fort préoccupant que l'orientation privilégiée par le CRSNG transparaisse dans la composition de son conseil, dont plus de la moitié des membres proviennent du secteur privé et bon nombre d'entre eux ne sont même pas des

« Alors que les trois conseils subventionnaires du Canada constituent pratiquement la seule source
de financement de la recherche fondamentale, il est inquiétant de voir
le CRSNG s'engager dans une telle
direction en créant ces deux programmes », dit-il, ajoutant qu'utiliser
des fonds publics pour permettre
à des chercheurs de résoudre des
« problèmes propres à [d]es entreprises » revient à « fournir de la
main-d'oeuvre gratuite au secteur
privé ».

L'ACPPU a écrit une lettre au président du CRSNG pour lui demander d'engager des discussions au sujet des programmes et de veiller à ce que le milieu de la recherche universitaire soit dorénavant pleinement consulté avant la mise en place de futurs programmes.

English on page A8.

### Activist Judy Rebick Wins Sarah Shorten Award



Judy Rebick, right, accepts the Sarah Shorten Award from Paddy Musson, chair of CAUT's Women's Committee at the CAUT council meeting Nov. 28.

Rebick is also past president of

the National Action Committee on

the Status of Women, where she

lobbied governments to advance

women's equality through legislation

and policy, built alliances between

women's movements in Quebec

and Canada, and supported Abo-

riginal women's organizations. Having worked as a broadcaster

and contributor to many publications and media outlets. Rebick

is credited by her nominators as

having had a "huge impact" on audiences, and having helped to

popularize feminist issues. Today,

in addition to her position at Ryer

son, Rebick is publisher of the

Herizons Magazine. In the words of another of her nominators, "as a scholar, broad-

of the university."

alternative news web site rabble. ca and is a regular contributor to

caster and activist, Professor Rebick

is an extraordinary role model

for many... and has contributed

greatly to the academic environment and the social consciousness

TUDY Rebick, the CAW-Sam Gin-

din Chair in Social Justice and

Democracy at Ryerson University,

winner of CAUT's Sarah Shorten

The award, given to Rebick at

CAUT's November council meet-

ing, was established in 1990 to recog-

nize outstanding achievements in the promotion of women's rights

On campus, Rebick is credited

with having promoted an engaged,

is committed to social justice and

Her books, Ten Thousand Roses:

The Making of a Feminist Revolution (2005) and Imagine Democracy (2000)

are included as course material in

universities and colleges across the country. "She has made a major contribution to the development

of feminist theories and has played

a very important role document-

ing the history of women's activism in Canada." wrote one of her

activist form of scholarship that

at universities and colleges.

has been chosen as this year's

Award.

equality.

nominators.

### **Librarian Honoured with National Award**

CAUT has awarded Johanna Foster top honours for service and achievements of benefit to academic librarians.

Foster, an information services librarian at the University of Windsor, received the Academic Librarians' Distinguished Service Award at CAUT Council last month. The award is only given when merited to recognize outstanding service and contributions to the advancement of the status and/or working condition of librarians at Canadian universities and colleges.

"Johanna's record is that of a 37year career involved with all facets of academic librarianship," said Francesca Holyoke, CAUT Librarians' Committee chair, while presenting the award. "As has been the case for many in the academy, her first job at Windsor's Leddy Library was a leave replacement. From there she has gone on to positions in nearly every department and in nearly every department and in nearly every capacity, including department chair and a stint as an administrator."

Working through the Windsor University Faculty Association from the start, Foster was "at the fore of many of the changes both in the work and the workplace of academic librarians at Windsor," Holyoke said, "and by extension and example of librarian and collective agreement issues at the regional and national levels."

Foster was a librarian representative on the negotiating team for the first collective agreement after certification in 1976, in 1980 she



Johanna Foster, right, and Francesca Holyoke, chair of CAUT's Librarians' Committee, pose together during the CAUT council meeting Nov. 28.

became the first librarian and female president of the faculty association, and in 1982 was chief negotiator when members of WUFA went on strike — the first faculty strike in Canadian history at an Anglophone university. She has also chaired or served on numerous WUFA committees and is still active in the association. Her long time involvement with other advocacy groups includes service with the Ontario Confederation of University Faculty Associations where she held the executive

portfolio for librarians and served as treasurer, and CAUT.

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### L'affaire Wightman se termine par un règlement

Une entente a finalement été trouvée entre les parties dans l'affaire concernant l'ancien professeur de l'Université Acadia, Colin Wightman. Les dispositions du règlement conclu le mois dernier demeurent toutefois confidentielles.

L'université et l'ACPPU ont convenu, plus tôt cette année, de recourir à un tribunal d'arbitrage investi des pleins pouvoirs de redressement, dont celui d'ordonner la réinstallation du professeur ou de substituer une sanction moindre ou toute autre réparation, afin de déterminer si l'employeur disposait d'un motif valable pour congédier M. Wightman en septembre 2007. L'entente prévoyait également que les parties seraient liées par la décision arbitrale et que l'ACPPU metrait fin à la procédure de blâme en cours contre l'université.

English on page A5.

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## Studies Health and ] Kinesiology

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#### CCRF Research Chair in Neuromusculosketal Health

The Faculty of Kinesiology and Health Studies at the University of Regina invite applications from clinician-researchers for a tenure-track research chair in Neuromusculoskeletal health. This chair is funded by a contribution from the Canadian Chiropractic Research Foundation.

Salary: Commensurate with qualifications and experience.

Qualifications: A clinician-researcher who holds a Doctor of Chiropractic (DC) with an active license to practice in Canada and a Ph.D. or equivalent in kinesiology, epidemiology, or related field. A Ph.D. candidate who holds a DC and is close to completion will be considered. A minimum of two years of clinical experience as a chiropractor is required, as is excellence in scholar ship and the potential to contribute to University and community service. A collaborative approach to research is strongly desired.

Appointment Date: July 1, 2010

Duties: The primary responsibility of our future colleague will be to facilitate research and scholarship in the clinical aspects of Neuromusculoskeletal Health. The successful candidate will be expected to conduct a major program of research, pursue external funding to support their research pecfed to conduct a major program of research, pursue external funding to support thair research program, teach courses at the graduate and undergraduate honours students and graduate students, and pursue opportunities as a clinical chiropractor. This position will be a tenure-track appointment at the assistant professor level in the Faculty of Kinesiology and Health Studies with 175% of the time protected for research. Cross appointment to other faculties is possible, along with access to the Allied Health Centre (a fully functioning medical facility that is part of the Faculty).

facility that is part of the Faculty).

The Faculty of Kinesiology and Health Studies is a young and dynamic member of the university community with administrative responsibility for both academic and co-curricular programs.

The Faculty is located in the \$32 million Centre for Kinesiology, Health, and Sport, which opened in 5-eptember 2004. The Centre has outstanding laboratory and research facilities, including the fully equipped Neuromechanical Research Centre, and also houses the Allied Health Centre and the Dr. Paul Schwann Applied Health and Research Centre. The University of Regina is a comprehensive institution that emphasizes excellence in teaching, research, and service. For more details about the university, visit our web site at http://www.nregina.ca. The City of Regina is the seat of the Provincial Government and is an oasis on the Prairies, renowned for the spectacular Wascana Park, the largest urban park in North America, and for its' vibrant arts, culture, and recreation scene. The Province of Saskatchewan is currently an economic leader in Canada, enjoying unprecedented financial growth.

Applications will be accepted until January 9, 2010 or until a suitable candidate is identified. Submissions should include: a letter of application with a statement of research interests, a detailed curriculum vitae, copies of academic transcripts and accreditation with the Canadian Federation of Chiropractic Regulatory and Educational Accrediting Boards, and the names and contact information for three referees. We thank everyone for their interest; however, only short listed candidates will be contacted for an interview. Application materials should be addressed to:

Dr. Craig J. Chamberlin, Dear Faculty of Kinesiology and Health Studies University of Regina Regina, Saskatchewan S4S 0A2 Tel: (306) 585-4535 Fax: (306) 585-5441 e-mail: craig.chamberlin@uregina.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.



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## UNIVERSITY FRASER VALLEY

#### Director School of Health Sciences

The University of the Fraser Valley (UFV) invites applications for the position of Director of the School of Health Sciences. This is a five-year term appointment with the possibility of renewal for a second term. Located within the Faculty of Professional Studies, the School of Health Sciences offers degree, diploma and certificate programs. These include a Baccalaureate in Nursing program, Practical Nursing program, Health Care Assistant program, Dental Hygiene program and Certified Dental Assisting program.

UFV is a teaching intensive regional multi-campus university with a current enrolment in excess of 11,000 students pursuing more than 80 degree, diploma and certificate programs. The university is committed to teaching excellence and this goal is realized through small class sizes, support for research and scholarship, and strong linkages to our communities of practice.

The School of Health Sciences programming is recognized for a strong practicum component, evidence-based curriculum and emphasis on population health issues. The Director of the School of Health Sciences is the academic leader and administrative head responsible for all programs delivered through the School. Responsibilities include program management; recruitment of faculty; program development; community liaison; provincial collaboration and maintenance of accreditation/program review status. The Director will have the ability to promote excellence accretication/pipelan Neview status. The Direction Withinse treating to plants and a scholarship in a collegial work environment; and create and maintain a strategic plan for the realization of the vision of the School. Leadership will involve building and maintaining relations within the School and the broader university community, the local service communities, and various professional organizations and associations.

Candidates should possess a Master's in Nursing (or related field) with a PhD in Nursing (or a related field) preferred. Applicants are expected to have administrative and university teaching experience in nursing as well as a record of scholarship and knowledge of the professional community. Candidates should also be able to demonstrate their organizational and leadership skills in team building, strategic planning and community engagement.

The Selection Advisory Committee will begin reviewing applications on January 15, 2010; however, the position will remain open until filled. Direct resume, including evidence of appropriate qualifications, referring to POSTING 2009.130, to: Employee Services, University of the Fraser Valley, 33844 King Road, Abbotsford, AG. Canada VS2 7M8; Fel: (604) 854-4554; Fax (604) 854-1538; Website: www.ufv.ca; Emall applications to: erinfo@ufv.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UFV will contact only candidates receiving an interview. We thank all applicants for considering UFV for employment. UFV is committed to the principle of equity in employment.

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■ CELL & SYSTEM BIOLOGY — University of Toronto. The Department of Cell & Systems Biology at the University of Toronto invites applications for a tenure track taculty position to be appointed at the level of Assistant or Associate Protessor beginning July 1, 200. UNIVERSITY OF THE PROTESSOR DESIGNED JULY 1, 200. We are interested in outstanding candidates

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Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate and graduates at the students of the stud

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ECONOMICS — Since freser University in the Opportunity of Economics at Simon Fraser University seeks to III one terrure track position at the entry assistant professor level. The expected starting date is September 1, 2010 and the position is subject to budgetary approval and approval by the Search of Georgian Control of the Control of the Control of Search of Georgian Control of Search of Georgian Control of Search of Georgian Control of Search of Office Search Off

appointment competition will be collected, for further details see http://www.str.ca/vpacedemic/Faculty\_Openings/Callection\_For further details see http://www.str.ca/vpacedemic/Faculty\_Openings/Callection\_For further details.

BE CONOMICS — Simon Frase University. The Openings of the control of the contro



With an impressive record of growth in academic programs and research activity, UPEI seeks a Vice-President Academic to lead its continued development. The Vice-President Academic will provide senior academic leadership for a dynamic institution with 4,400 students and an annual operating budget in excess of \$100 million. UPEI has a robust mix of undergraduate and graduate programs, and plays a recognized leadership role within its province and region, with a growing national and international reputation and impact. Reporting directly to the President and serving as a member of UPEI's Senior Management Team, the Vice-President Academic works closely with colleagues and units throughout the University and with provincial, national, and international partners. A distinguishing feature of UPEI is its "advantage of scale"-big enough to have an impact and small enough to be truly collaborative.

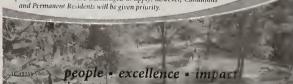
The Vice-President Academic will promote excellence and integrity in teaching, research, and service; lead academic planning, development, and evaluation processes; and play an active role in enrolment management and student success and engagement. All academic-related units report directly to the Vice President Academic. The ideal candidate will have a proven record of scholarly achievement and academic and administrative leadership; demonstrated commitment to scholarship and teaching; and strong interpersonal, problemsolving, communication, and organizational skills. The successful candidate will demonstrate an ability to provide strategic, innovative, inspiring, and forwardlooking leadership.

The appointment will commence for an initial five-year term on July 1, 2010. Applications should be received by January 5, 2010. Nominations, applications, or expressions of interest should be submitted, in confidence, to:

H. Wade MacLauchlan President and Vice-Chancellor University of Prince Edward Island 550 University Avenue, Charlottetown Prince Edward Island, Canada C1A 4P3 president@upei.ca

To learn more about this exciting opportunity at UPEI, visit our website at upei.ca/humanres/vpacademic

The University of Prince Edward Island encourages applications from qualified men and women, including members of visible minorities, Ahoriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians



letters, evidence of traching effectiveness, and samples of research papers. Application instructions are available on our websate deadline is December 9, 2005. The inclusion will remain open after this date until it is filled, will remain open after this date until it is filled, will remain open after this date until it is filled, will remain open after this date until it is filled. Including the University for academic appointment competition will be collected, For further deals see: the Cylowacture of Christian Christian of Checker of the Christian of Proceedings of the destination of choice for these interested in pursuing educational studies in the Maritimes and, Indeed, across Autantic Canada, Offering the Bachelor of Education and in the Maritimes and, Indeed, across Autantic Canada, Offering the Bachelor of Education and ofts connections and engagement with both the local and global community. At the graduate levet, the Master of Education degree is offered in both course-based and thesis and called the low smelt makes in Canada, of the sus meltiness of the sus mest

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ELECTRICAL & COMPUTER ENCINEERING
— University of Westerloo. The Department of the Computer of Computer of the Computer of Computer o

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The Computer Engineering University of Waterloo, Invites applications for a computer Engineering. Computer September 19, 1997.

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an quartee minimus, nativuding women, members of visible minimus, native people and persons with disabilities. IE NGLISH — Univarsity of Waterioo. The Department of English Language and Liter-ature at the University of Waterioo Invites applications for an open-rank position in sup-port of our programs in rhetoric, profession-al writing, communication design, and digital writing, communication design, and digital

media. We are particularly interested in candidates specialising in writing studies. Other mass of experience to be considered include across of experience to be considered include across of experience to be considered include across of experience and across of experience and across of experience and across of experience and experience across the funding including across the mass of experiences. From first-year undergraduate external funding. The successful candidate sepretences from first-year undergraduate courses through to graduate staching and courses through to graduate staching and and in Rebotic and Professional Writing (RPW), the Department is planning undergraduate and in Rebotic and Professional Writing (RPW), the Department is planning undergraduate and in Rebotic and Professional Writing (RPW), the Department is planning undergraduate and in Rebotic and Professional Writing (RPW), the Department of the Professional Writing (RPW), the Department of the Professional Writing (RPW), the Department of Ingrial Media (2004), which continues the state of the Professional Writing (RPW), the Department of Digital Media (2004), which continues the May programs in Literary Studies (LS) and Rebotic and Communication Design As the Department of the Professional Writing (RPW), the Department of the Professional Writing (RPW), the Department of the Writing Writin

lean's Magazine national rankings. Waterloo was named one of the top three comprehensive universities in the country and has mentioned to the property of the

#### **CONCORDIA UNIVERSITY'S** DEPARTMENT OF ELECTRICAL AND COMPUTER ENGINEERING



is seeking outstanding applicants for a Tier I Canada Research Chair in Advanced Antenna Systems. The Department is currently comprised of 39 faculty members, 14 staff members, and approximately 700 undergraduate and 600 graduate students.

The Advanced Antenna Systems chair-holder will be expected to engage in theoretical and experimental research on new and innovative antenna technologies, designs, simulations and optimizations techniques spanning low frequency to advanced millimeter wave wireless applications. embedding of antennas with newly developed artificial materials, multiple functions of antennas and advanced related microwave circuits. A strong emphasis is placed on fundamental and applied research, interdisciplinary research partnerships, and the ability to lead and develop local and national industrial collaborations as well as international collaborations. Teaching is also an important activity of the chair-holder.

The Government of Canada funds the Canada Research Chairs program in order to promote world-class research in Canadian universities. Details about the federal government's CRC program, as well as the chair selection criteria can be found at www.chairs.gc.ca.

Shortlisted candidates will be invited to make a presentation of their research.

The Canada Research Chair applications, including a CV, a record of relevant research and publications, a statement of research objectives, an extended research plan, as well as the names, addresses, and current contact information of five referees, may be sent to:

Dr. William E. Lynch, Chair c/o Ms. Kim Adams. Assistant to the Chair. Department of Electrical and Computer Engineering 1455 de Maisonneuve Blvd., W. Montreal, Quebec H3G IM8 CANADA

Review of the applications will continue until suitable candidates have been identified. The position is subject to the terms and conditions of the CRC program and contingent upon their approval. For more information, visit www.encs.concordia.ca.

All qualified candidates are encouraged to apply; however, Canadians and permonent residents of Conodo will be given priority. Concordio University is committed to employment equity and encourages opplications from women, oboriginal peoples, visible minorities and disabled persons.





of China as an agent of international development. The successful candidate will be expected to develop senior seminary graduate courses in line with her/this research supertises, here a strong commitment to supervision, and contribute meaningfully to the strategic detection of the INDV program, SEED, and the Faculty of Environment, for more information about the York of Environment, the INDV Program, and the Indvision of the INDV Program and Indvision and Ind

e ENVIRONMENTAL STUDES — University of Prince Edward Island. The University of Prince Edward Island is seeking o unique scademic to lead and coordinate its efforts to become a leader in the traching, research and practice of environmental sustainability. The position of Director of Environmental position of Director of Environmental position, promptly at the Assistant Professor level, beginning in July 2010, UPEI is a small, dynamic university with a strong commit-ment to teaching and research accellence, our Environmental Studies, rowners in Our Environmental Studies, rowners in 1990.

E FINANCE — University of Western Ontario. The Richard Ivey School of Business is a Canada's premer business school and is recognized worldwide for the quelity of its management education and research. The School seeks candidates for faculty positive of the seeks of the se

whose research overlaps with the School's Cross-Finerpies research centers. Limited Cross-Finerpies research centers. Limited Cross-Finerpies research centers. Limited Cross-Finerpies research centers. Limited Cross-Finerpies research centers and personal Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply, however, Canadian critizes and permanent residents will be given prior. The University of Western Ontain critizes and permanent residents will be given prior. The University of Western Ontain care committed to employment equity and welcome applications from all qualified women and men, including visible minorities, aboriginal popole and persons with disabilities, submission deadline is November 30, 2003, all the postilon has been filled Far information on how to apply and for additional Information about New Jensee will study we would be a submission of the proposed of the proposed

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The University of Victoria is considered one of the leading research-intensive comprehensive universities in Canada and ranks consistently among the top comprehensive universities overall in national surveys. Widely recognized for excellence in research, teaching, and community engagement, UVic provides innovative programs, experiential learning, and a rich and supportive learning community for its 19,500 students, 850 faculty, and 3,800 employees in Victoria, British Columbia - one of Canada's most heartiful and liveable cities

#### Dean, Faculty of Humanities

The Faculty of Humanities offers a wide array of undergraduate, graduate, and diploma programs and the 150 full-time faculty are nationally and internationally known for their contributions to knowledge in their field. The Dean will lead the Faculty in its pursuit of international excellence by capitalizing on the Faculty's recent growth, refining and strengthening its programs of education and research, and defining its direction for the next decade. The Dean will be a strong advocate for the Faculty within the University and will champlen the mission and value of the humanitles across the broader community.

#### Dean, Faculty of Science

The Faculty of Science is highly regarded for the quality of its undergraduate and graduate programs, internationally renowned faculty, and state-of-the-art research facilities. The Dean. in consultation with faculty and staff, will identity, develop, and maintain the Faculty's strategic priorities and directions. S/he will capitalize on the Faculty's strong growth in faculty and infrastructure and lead the development of programs and initiatives that utilize and complement the Faculty's existing programs

The successful candidates for these roles will be inspiring and effective leaders with exemplary academic backgrounds. They will be proponents of innovation and will each bring a record of success in academic administration, a proven commitment to excellence in teaching and research, and experience in, or a demonstrated understanding of, fundraising and external relations. A PhD, or equivalent, in a

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversitication of the University. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Should you be Interested in learning more about one of these exciting leadership opportunities please contact Kelly Baron McIntosh or Carol Robinson at 604-998-4032 or forward your up-to-date CV. a letter of introduction and the names and contact information for three referees, in confidence, to info@hwest.ca. For more information, please visit our website at www.hwest.ca. We will respond to all who express interest.



A leadership recruitment firm

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Vice-dayen — affaires académiques, Faculté de gestion Desautés, 1001, no Sherbrooks ouset, Montéel, Québec, Hal 165, avant le 31 janvier 2010. On encourage tous les alles de la condiciate qualités à possibler la priorité acandidate qualités à possibler la priorité de la condiciate qualités à possibler la priorité de la condiciate au la condiciate au la condiciate au la condiciate de la condiciate personnes de la condiciate de la condiciate personnes de la condiciate personnes de la condiciate personnes de la condiciate personnes del pour condiciate de la condiciate personnes de la condiciate personnes del pour condiciate personnes de la condiciate personnes del pour condiciate de la condiciate d

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cluding our Public History MA program. We velcome cendidates who, in addition to teaching in their own field, could contribute to our core curriculum offengia in historical theory and methods. The successful application of the program of the public theory and methods. The successful application of the program of research eloting to significant peer reviewed publications, and to contribute effectively to academic file in the department and in the university of a strictle. Or chapter incident the program of research eloting philosophy or a teaching portfolio, and the program of the prog

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INFORMATION TECHNOLOGY — Carleton University. The School of Information Technology of Carleton University twice applications for a tenure track appointment in interactive Multimedia and Design et the rank have a PhD degree in one of the disciplines of computer interactive multimedia design, a stong commitment to scholarship reflect ed in publications, an active research profit in the properties of the profit in the pro

can be found at www.bridegree.ca. Carleton.
University is located on a beautiful campus
in the central portion of Ottawa, bounded
by the Rideau Biver on one side, and the
Rideau Canal on the other; its prime focetional airport, and the Catheau Hills—enhances quality of life, and orfers many and
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MANAGEMENT — McGill University Appi-cations are limited for anticipated trans-scream appointments. Imited term appoint-ments as Assistant Professor (special case-pary), and Visting Professor in the areas of Accounting, France, Marketing, Organiza-tional Behaviour, and Strategy and Organiza-tional Behaviour, and Strategy and research the ceedicate is qualifications and research record. The Desastels Foculty of Management has been 50 table foculty and forms 60 cm, has deep four facility and forms 60 cm, and find degrees. Please send your Curriculum vities ending with three (3) copies

of letters of reference and copies of diplomas to the Associate Dean — Academic, Desaries Faculty of Management, 1001; Shertrooke Struck West, Montreal, Quedec, H3A 165. Coarling data to norder applications is January Coarling and the Coarling data to norder applications in January Coarling and Desarroom of the Coarling and Department of the Coarling and Department of the Coarling and Department and Education will be given priority. McGill University is committed to equity in employment and othersity, it will come as policia from Indigenous peoples, resident minority of the Coarling and Coarling women, persons of minority sexual olerative values and gender level treates and collective with outside of the collection of the collectio



QUEEN'S UNIVERSITY Kingston, Ontario, Canada

#### **Tenure Track Positions** Organizational Behaviour/Human Resources Managerial Economics

QUEEN'S SCHOOL OF BUSINESS is inviting applications for one tenure track position in Organizational Behaviour/Human Resources and one in Managerial Economics (Assistant, Associate or Full Professor levels).

QUALIFICATIONS: Candidates must have a PhD (or be near completion). Applicants must exhibit (or show potential for) high innovative scholarly research and for outstanding teaching contributions in support of the School's various

COMPENSATION: Salary will be commensurate with qualifications and experi-ence. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Faculty Development Fund.

INSTITUTION: Qucen's University has a long and rich tradition of academic excellence, dating back to a royal charter granted by Queen Victoria in 1841. Queen's School of Business is one of the world's premier business schools, with an outstanding reputation for innovation and outstanding reputation for innovation and quality. Our MSc and PhD programs in Management attract highly qualified research-oriented students in seven differ-ent fields of study. Our undergraduate Commerce program has among the high-est entrance standards in Canada and is widely viewed as the country's best under-graduate business program. Queen's has gained international recognition for its
MBA and executive education programs. In 2008 Business Week magazine ranked the full-time Queen's MBA#1 outside the U.S. for the third consecutive time.

Queen's Executive MBA is ranked #1 in Canada and #23 in the world by Business Week, and the Financial Times (UK) has ranked Queen's open enrolment executive education programs among the top 25 in the world since 2000. Queen's School of Business is home to Centres focused on

business venturing, corporate social re-sponsibility, knowledge-based enterprises sponsionly, knowledge-based enterprises and corporate governance. The School is fully accredited by AACSB International, EQUIS (the accrediting arm of EFMD—the European Foundation for Management Development), and The Association of MBAs. The learning environment at Queen's is supported by outstanding library and computing facilities, More information is at: business queensu.ca.

THE CITY: Kingston, Ontario is a unique Canadian city of 125,000 with a distinct blend of history, recreation, indus-try and learning. Situated on the shores of Lake Ontario, it is within a two-and-a-half hour drive of Toronto, Montreal, and the nation's capital, Ottawa. Kingston is a thirty minute drive froro the international bridge linking Ontario and upstate New York, and another ninety minutes from Syracuse, New York.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gen-der identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at: qufa.ca. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2010, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Dr. Brent Gallupe Queen's School of Business – Rm. 346 Goodes Hall Kingston, Ontario K7L 3N6

THE UBC UNIVERSITY OF BRITISH COLUMBIA

FACULTY OF **FDUCATION** 

#### Department Head

Department of Curriculum and Pedagogy

The Faculty of Education at the University of British Columbia, Vancouver, invites applications for the position of **Head, Department of Curriculum and Pedagogy**. The Department is one of four in the Faculty of Education, with 30 full time faculty members active in research and scholarship that contributes to the professional development of teachers and other professionals, and over 50 full and part-time sessional instructors. The Department of Curniculum and Pedagogy offers programs leading to PhD, MA, Mtdd and BEd degrees in large elementary and secondary teacher education programs that focus on curriculum theory, teacher education and the following school subjects: art, business, computing studies, home economics, mathematics, music, physical education, science, social studies and technology.

We are currently seeking applications from individuals with an international reputation and a strong record of research and publication in curriculum and instruction, and related fields. Applicants are expected to demonstrate commitment to equity and social justice. Individuals should have the desire to interact with colleagues that have a range of interests in different fields of study within the Department. Faculty of Education, UEC, and the wider community.

Applicants should show evidence of administrative experience and strategic planning, including budgets, along with demonstrated leadership, team-building, mentoring, problem solving and interpersonal skills. The successful candidate will be expected to hold an academic appointment at the rank of Associate or full Professor with tenure.

The headship appointment is for a period of up to five years, with the potential for renewal. The appointment is effective July 1, 2010, or a date agreed upon by the University and the successful applicant, and subject to final budgetary approval. Salary is commensurate with qualifications and experience.

While applications will be received until the position is filled, interested parties are encouraged to sub-mit by December 7, 2009 to ensure optimal consideration. Interested individuals should send their letter of application, including statements of administrative experience and leadership background as well as goals, curriculum vitae, statement of teaching effectiveness and three references to:

Wer as guas, Consolution Dr. Robert Tierney, Dean Faculty of Education University of British Columbia 2125 Main Mall, Vancouver, BC V6T 1Z4 Tel: 604-822-5757 / Fax: 604-822-6501 E-mail: robert.tierney@ubc.ca

For more information, please visit the Department at http://m1.cust.educ.ubc.ca/

UBC hires on the basis of ment and is committed to employment equity. All qualified persons are encouraged to apply, however, Canadians and permanent residents of Canada will be given priority. UBC is strongly committed to diversity within its community and especially evidences applications from usble minority group members, women, Aberighaal persons, persons with disabilities, persons of any sexual onentation or gender identity, and others who may contribute to the further development.

programs in either our core courses or elec-tres—I.e. undergraduste, MBA, EMBA and the III belling desirable. Applicants for a probationary (tenure-track) or renured Asso-ciato Professor appointment must have a PhD in Information Systems or a related field. The successful candidate will have demon-

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continue to the further diversification of toes, all qualified candidates are encounted and the control of the

#### Crystallographer Department of Chemistry



» Reference Number: VPA-CHEM-2009-001

» Reference Number: VPA-CHEM-2009-001
The Department of Chemistry, Memorial University of Newfoundland, invites applications for a part-time (50% of full-time) contractual appointment (Regular Term) at the rank of Assistant Professor, effective on or after May 1, 2010 for a three year period. The successful applicant will be responsible for leaching a combination of first-year general chemistry, undergraduate inorganic chemistry and spectroscopy courses and will collaborate with faculty on research projects using crystallography. A PhD in Chemistry is required with extensive experience in the collection and interpretation of X-ray diffraction data. The salary will be commensurate with qualifications and experience.

The Chemistry Department has 21 faculty, 80 graduate students in NSERC supported research programs, and modern research instrumentation in all areas of Chemistry. Interested candidates are invited to review the Chemistry Department home page at http://www.chem.mun.ca for further information.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial memorian conversity is the pargest university in Attantic Canada. As the provinces only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse under-graduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating. environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Applicants should provide a curriculum vitae and the names of at least three referees to be sent by January 1, 2010 to:

Dr. Peter Pickup, Head Department of Chemistry Memorial University of Newfoundland St. John's, Newfoundland, Canada AlB 3X7 Telephone: (709) 737-8772; Fax: (709) 737-3702 F-mail: chemhead@mun.ca

Memonal University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilines. All qualified candidates are encouraged to apply, however, Canadian Citizens and Permanent Residents will be given priority.

## **McMaster** University :

## Vice-President (Administration)

McMaster University is seeking an exceptional individual who has a passion for, and the ability to understand, the exciting and complex world of universities. The position of Vice-President (Administration) will be of interest to very senior financial leaders who have a sincere desire to make a difference.

One of Canada's most renowned institutions. McMaster University (Hamilton, ON) has achieved international recognition for research and for its distinct student-centred approach to learning, and is ranked as one of only four Canadian universities in the TOP 100 in the World. McMaster's total annual sponsored research income of \$373.3M places it in the top three universities in the country for research intensity and sixth overall in national research rankings. Currently, there are more than 20,000 undergraduate students, more than 3,000 graduate students, and approximately 6,500 faculty and staff at McMaster. The University's operating budget for 2009/10 is \$4B4 million and total expenditures are over \$B32 million. For more information, please see www.mcmaster.ca.

As the Chief Financial and Administrative Officer of the University, the Vice-President (Administration) is responsible for the planning, development and application of the University's financial resources, human resources, administrative support, physical plant, and information technology. As an important member of the senior management team, the Vice-President (Administration) will ensure that all functions of the administration unit are effectively utilized and will work with the other members of the senior management team, employees, and student groups to address the challenges and opportunities facing McMaster.

Reporting to the President and Vice-Chancellor and through him to the Board of Governors, the Vice-President (Administration) will provide strategic leadership in all areas related to university administration and, in conjunction with the President and other executive officers, he/she will set and/or recommend administrative goals, policies, systems, and procedures of the University and ensure appropriate implementation.

The ideal candidate will have financial leadership experience in a large and financially complex institution at the level of supporting a governing Board and its committees. The ability to understand the exciting environment of a large research-intensive university and a strong service orientation are required. He/she will be a strong leader with excellent communication skills and a track record of building bridges and forming partnerships leading to effective solutions to complex institutional and financial challenges.

Consideration of candidates will begin in January, 2010. The new Vice-President (Administration) will assume responsibilities no later than April 1, 2010.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities.

All inquiries regarding this position will be treated in strict confidence and should be directed to:

> Janet Wright & Associates inc. 174 Bedford Road Toronto, Ontario M5R 2K9 macvpadmin@jwasearch.com.

Janet Wright & Associates Inc.

Senior-level recruitment for the public and not-for-profit sectors www.jwasearch.com



■ MATHEMATICS (COMBINATORICS & CP-TIMICATION) — University of Watarico. The TIMICATION — University of Watarico. The Combination of Cyterias of the Combination of Cyterias of Combination of Cyterias of Cyteria

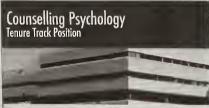
generation, conversion and utilization. Appli-ciable areas include gas turbine technologies, advanced power plants, wind power, hydro-selectric power, relicent combustion, solien electric power, relicent combustion, solien electric power, relicent combustion, solien newabits energy utilization and conversion systems, nuclear technologies, emissions reduction, and efficient building energy sys-tems. The successful candidate must have the solient and the solient systems of the intending and research, or equivalent house, the solient and the solient systems of the systems of systems of the systems of s versty is located on a beautiful campus in the central portion of Ottawa, bounded by the Rideau River on one stde, and the Rideau Canal on the other. As prime focation — minutes from downtown, an international skiport, and the Gatineau Hills — enhances qualify of life, and allows for recreational opportunit

these for individuals and lamilies. The City of Ottawa is Cainada's capital and reflects the country's billingual and minituchural classification of research with groups and institutions. Carleton University with classification of carleton of individual classification of our faculty and its schoolarship, including but not intilled to welcome those who would contribute to the further diversification of our faculty and its schoolarship, including but not intilled to send on the country of the count



FAST & EASY >> SUBMIT ADS VIA EMAIL ADS@CAUT.CA

professor rank in support of the Master of Engineering Certificate program in green en-ergy. Applicants are sought with research ex-pertise and background in one of the follow-ing research areas: wind energy solar ener-gy, fuel cells, hydrogen storaga and building energy simulation. Research in other areas





The Faculty of Education at the University of Lethbridge seeks to fill a Tenure-Track oppointment in Caunselling Psychalagy at the rank of Assistant or Associate Professor as saan as possible.

- The oppointment corries the following expectations:

   Teaching within the blended delivery (online and foceto-face) Master of Counselling program

   Teaching within the on-campus Master of Education Counselling Psychology program
- Supervisian of graduate student research
- Teaching and supervision of students in the Bachelor of Education program
   Cantribution to the discipline through angoing research

Qualifications include a doctarate in Caunselling Psychology or Applied Psychology and eligibility far registration with the Callege of Alberta Psychologists and/or the Canadian Caunselling and Psychologists and/or the Canadian Caunselling and Psychology Association. Evidence of research and scholarly achievement and commitment to excellence in teaching and clinical supervision are required. Preference will be given to individuals with:

• Specialization and/or experience in school/educational counselling

Specialization and/or experience in school/educational counselling
 Experience in counsellor education
 Experience in aniline learning, porticularly in the application of innovative learning technologies
 The successful condictole is expected to cantribute to the teaching and supervision of students in the
 Bachelar of Education program. As such, successful classroom teaching experience (K-12) and eligibility for teacher certification in Alberta (B.Ed. ar equivalent) will strengthen your application.

Academic Setting: Leibhridge is one of the warmest and sunniest cities in Canada with almost 2,400 hours of sunshine per yeor. Located in southern Alberta, it is two hours south of Calgary and one and o half hours north of Montana. With a population exceeding 85,000 and close proximity to 8anff National Pork and Waterlan Lakes Notional Pork, it is on excellent place to live and work that offers o wide range of recreational and cultural facilities.

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Applications, which must be occomponied by a curriculum vitae and the names of three references, should be sent to Dr. Jane O'Dea, Dean, Faculty af Education, University of Lethbridge, 4401

University Drive, Lethbridge, AB, T1K 3MA. Electronic applications ore welcomed and may be sent to dorcy mckenno@uleth.co. Applicants ore encouraged to apply early as the first review of applications will be canducted in fate January 2010. For further information about the Foculty of Education, visit our website at http://www.edu.uleth.co., Further information about our graduate counselling programs may be found at https://discover.ulethbridge.co/becomeocounsellar/.

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#### The John Molson School of Business

at Concordia University is seeking qualified applicants for visiting positions and limited-term appointments starting August 15, 2010. Positions may be available in the following areas: Accountancy, Decision Sciences and Management Information Systems (Statistics, Supply Chain Operation Management), Finance, Management (Entrepreneurship, OB/HR, Contemporary Business Thinking, Business Law, and Strategy) and Marketing. Appointments will be made up to the rank of Professor for visiting positions, depending upon qualifications and experience, and at the rank of Lecturer for limited-term positions.

Qualifications are as follows: Applicants for visiting appointments require a PhD degree, and a strong record of research and teaching. Applicants for limited-term appointment in Accountancy should hold a professional accounting designation or a graduate degree (Master's or PhD). Applicants for Business Law must have a Canadian law degree along with current practical experience. Applicants for all other limited-term appointments should have a graduate degree (Master's or PhD). Successful candidates will be responsible for teaching courses at the undergraduate, MBA, MSc or PhD levels. Salaries are competitive and will be commensurate with qualifications and experience. Applicants for visiting positions will be expected to teach and be active in research. Applicants for limited-term appointments will be expected to teach up to seven courses per annum.

Send applications, including a curriculum vitae, a statement of teaching and research interests (as appropriate), teaching evaluations if available, and three letters of reference to the Chair of the appropriate department: Dr. D. Peltier-Rivest (Accountancy), Dr. S. Betton (Finance), Dr. S. Brutus (Management), Dr. L. Katsanis (Marketing), John Molson School of Business, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8, Canada. Appointments are subject to budgetary approval. Positions are available until filled. Applications should be sent as soon as possible but no later than March 15, 2010. Note that applications for positions in the Management department will be accepted until April 1Sth. All qualified candidates are encouraged to apply; Canadians and permanent residents, however, will be given priority. Concordia University is committed to employment equity.



Our People, Our Community, The World.

#### Alfred Bader Chair in Organic Chemistry and Canada Research Chair (Tier 1)

Department of Chemistry

The Department of Chemistry invites applications for an appointment as the Alfred Bader Chair in Organic Chemistry and Canada Research Chair (Tier 1). The Alfred Bader Chair is an endowed chair created by a gilt from Dr. Alfred Bader, Queen's alumnus and co-founder of Aldrich Chemical Company The nominal starting date is paruary 2011. The Department is seeking a distinguished chemist with an intensitional reputation for research excellence in any discipline of organic chemistry, and a demonstrated record of teaching excellence. The successful candidate will continue to conduct and publish research of intensational importance, be expected to teach and supervise at the graduate and undergraduate levels, and provide leadership in departmental and institutional activities. The rank is at the Professor level, Showever, exceptional candidates may be considered at the Associate Professor level. Salary will be commensurate with qualifications and experience. Additional information on the Department of Chemistry can be found at www.chem.gueensu.ca. Further information about the Canada Research Chair program can be found at www.chem.gueensu.ca. Further information about the Canada Research Chair program can be found at www.chem.gueensu.ca. Purther information about the Canada Research Chair program can be found at www.chem.gueensu.ca. Purther information about the Canada Research Chair program can be found at www.chem.gueensu.ca. Purther information about the Canada Research Chair program can be found at www.chem.gueensu.ca. Purther information about the Canada Research Chair program can be found at www.chem.gueensu.ca. Purther information about the Canada Research Chair program can be found at www.chem.gueensu.ca. Purther information about the Canada Research Chair program can be found at www.chem.gueensu.ca. Purther information about the Canada Research Chair program can be found at www.chem.gueensu.ca.

Applications, including a cumiculum vitae, a statement of teaching experience and philosophy, a statement of research interests (including research proposals), and the names of at least three referees who will be contacted in strictest confidence and only with the permission of the applicant, should be sent to: Dr. Robert P. Lemieux, Head, Department of Chemistry, Queen's University, Kingston, Ontario, Canada, KT, 13A6, Email depthead@chem.queensuca. The review of applications will begin reforust y1, 2010, and continue until the position is filled. The University thanks all who express an interest in this position and advises that only those selected for interviews will be contacted.

The acidemic staff at Queen's University are governed by a Collective Agreement between Queen's University Faculty Association (QUFA) and the University which is posted at www.qufa.ca. The University miret application from all quishfied individuals. Queen's a communited to employment equity and dressity in the workface and welcomes applications from women, visible minorities, Aboniginal people, persons with disabilities, and persons of any sexual orientation or gender density in accordance with Caradian immigration requires, all qualified candidates are encouraged to apply, however, Caradian citizess and permanent residents will be given proonly.









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candidates who are interested in joining a university community with a commitment to excellance in teaching, a rapidly expanding program of health research, apportunities for interdecipitary researches. Beth research, apportunities for interdecipitary researches and precitioners. The School of Nursing offers an undergraduate program founded on a philosophy of primary will be tenuer track in multi-year term post-long and will normally be at the Assistant Professor level. All postions are subject to find a budgetary approval. The preferred candidate and program control of the primary of the program control of the principle of equity in employment.

B PHARMACY (COMMUNITY NOSSTIAL ANTMICROBIAL STEWARDSHIP) — University of
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of Wateriao has created a unique pharmacy
program that embastics innovative academic excellence while embracing practical
real world' experience. This convergence
attracts collaborative, enterpreneurial partreality is induction, research, and pattern
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community based health care issues. Re-

ed pationi locused care course exides. This individual would have a strong role in guiding our curriculum development as we work to produce graduates who can participate in the expanding scope of pharmacy practice in the expanding scope of pharmacy practice who offer exceptional communication and teaching skills, creative/innovative scholarship, and strong practice speerforae. Bank and salary will be commensurate with qualitation and scalary will be commensurate with qualitation and scalary will be commensurate with qualitation of the scalary will be commensurate with gualitation of the scalary will be commensurate with qualitation of exemplary practice-based clinical experience. Candidates will be expected to establish program. In addition to the pursuit of scholary activity through research and practice in the scalary activity through research and practice in the scalar program. In addition to the pursuit of scholary activity through research and practice in the scalar program of the scholar practice. Applications should include: 1, puriculum visite or training in gladened clinical practice. Applications should include: 2, one pages statement regard concerned, 30 and pages statement regard concerned and practice. Applications in the program in the concerned considerates will be given priorsy. Assistance with immigration will be provided. The Illinevistry of Waterlose concurages of the proposed scholary activity. Assistance with immigration will be provided. The Illinevistry of Waterlose concurages of the proposed scholary activity of Waterlose concurages and the programment research and practices. The proposed scholary activity of Waterlose concurages are provided to popily, however, Canadians and the provided scholars will be given priorsy. Assistance with immigration will be provided. The Illinevistry of Waterlose concurages and the provided scholars will be given priorsy. Assistance with immigration will be provided. The Illinevistry of Waterlose concurages are provided and provided and provided and provid search in these settings is needed with na search in the suspens had applied body applied by the look high of a creative, enthusiastic and revealth him great had been a consistent of the control of the

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B PHARMACY PHARMACEUTICS — University of Waterloo. The University of Waterloo.

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## DEAN Faculty of Management





The Faculty of Management ofters students exceptional educational experiences at three locations: Lethbridge, Calnary and Edmonton At the home Lethbridge campus, the Faculty will be moving into the new, state-of-the-art Markin Hall in the summer of

2010. The Faculty currently offers a Bachelor of Management degree, management certificate programs, a Master of Science (Management) degree, and outstanding joint-degree programs in conjunction with other faculties. Students' opportunities are multitaceted, and include international exchange and work-study programs and the Co-operative Education and Internship Program.

Reporting to the Vice-President (Academic) & Provost, the Dean is responsible tor providing strategic and administrative leadership to the Faculty of Management. in consultation with taculty and staff, the Dean will nurture the Faculty's growing research culture, spearhead student recrultment iniliatives, and lead the Faculty through the AACSB accreditation process. In addition, s/he will establish priorities and directions for the Faculty, toster the development of innovative programs, and champion the Faculty within the University and externally to further enhance the Faculty's profile.

The successful candidate will be a visionary leader with a strong record of academic achievement, progressive administrative experience in a university setting, and a history of inspiring excellence in teaching and scholarly activity. S/he will be a team player, and will have exemplary communication and advocacy skills, a firm understanding ot and commitment to collegial governance processes, and a demonstrated ability to build relationships with a variety of stakeholders.

The University of Lethbridge Is one of Canada's finest comprehensive post-secondary institutions. The University's tocus on liberal education, selected professional programs, smaller classes, co-op placements, and involvement of students in faculty research provides the very best education available. Currently, the University has over 8,200 students, including over 500 graduate students, enrolled in more than 150 programs offered across tive Faculties and the School of Graduate Studies

The position of Dean of the Faculty of Management is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents ot Canada. The University is an Inclusive and equitable employer encouraging applications from qualitied women and men including persons with disabilities, members of visible minorities and First Nation, Métis or Inuit peoples/descent.

Should you be interested in learning more about this unique leadership opportunity please contact Kelly Baron McIntosh or Carol Robinson at 604-998-4032 or forward your up-to-date CV, a letter of introduction and the names and contact information for three referees, in confidence, to info@hwest.ca. For more information, please visit our website at www.hwest.ca. We will respond to all who express interest.



A leadership recruitment firm

## ARIER CARRIÈRES

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puting (I)OC: Information about I(I)C personnel and activities can be found at www.iqc.ca. The I(I)C, at present, includes 3.7 faculty in canatum information from the Faculties of Engineering Methamatical Information Faculties of Engineering Methamatical Information Faculties of Engineering Methamatical Information Faculties of Science and has thriving groups in astrophytics. Diophysics, condensed matter, optics, and quantum information. The candides will selb solve) the opportunity to inference of the Information of Information of Information Faculties Information Faculties Information Faculties Information Faculties Information Contact: Prof. Reperiod Laffarme, Director, Institute for Quantum Information contact: Prof. Reprind Laffarme, Director, Institute for Quantum Glipcia. The deadline for teceiving applications may be considered if any positions, in \$1.5 December 2009 (sele applications may be considered if any positions in uniformity).

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2013 of later. Planetary science is a major interdesiciplinary research there or The University of Western Ontario, led by the Development of Western Ontario, and the Schulch School of Medicine & Dentsty A recent model in School of Medicine & Dentsty A recent model in School of Medicine & Dentsty A recent model in School of Medicine & Dentsty A recent model in School of Medicine & Dentsty A recent model in School of Medicine & Dentsty A recent model in School of Medicine & Dentsty A recent model in School of Medicine & Dentsty A recent model in School of Medicine & Dentsty A recent model in School of Medicine & Dentsty A recent model in School of Medicine & Dentsty A recent model in School of Medicine & Dentsty A recent model in School of Medicine & Dentsty A recent model in School of Medicine & Dentsty A recent model in School of Medicine & Medicine

and persons with disabilities.

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carry out research and disseminate its results, and to serve the community at that local, regional, national, and international levis. In carrying out its mission, Saint Many's University is guilded by a commitment to accessibility, deversity, and the provision of a meant in a state of the community of the personal event as intellectual divelopment of students, to encouraging engagement with global seuses, and to footing the ment with global seuses, and to footing the common of students, to encouraging engagement with global seuses, and to footing the common of students, to encouraging engagement with global seuses, and to footing the personal expension of tsuching and research. Application, a curriculum vata, a teaching dossier (to-cluding evidence of teaching effectiveness). In causing, and the same and contact information of three referees to be sent by the closing date for C. Edia Needse, Chail, Department of Philic Personal Constitution of the control of the con

■ PSYCHOLDGY (APPLIED SOCIAL) — Uni-INSTACTION (APPUED SOCIAL) — University of Guelph, The Department of Psychology at the University of Guelph twites applications for a tenuerized Assistant Professor position in Applied Social Psychology. The appointment will begin July, 1 2010. Applicants must have a doctorial degree in Psychology. The appointment will begin July, 1 2010. Applicants must have a doctorial degree in Psychology. The appointment will begin July, 1 2010. Applicants must have a doctorial degree in Psychology. Septiment of Social Problems. The successful candidate will have expected in qualitative teach of Social Psychology. Septiment in explicit social psychology. Se

Social Austico. Ability to teach program evaluation, field research methods end courses on social internation/relationships (dyadic and group) would be an asset. The primary of the second method and course as election cities are demonstrated coefficient of the second course of the

history of scholarly publications and an active research program. Candidates from all areas of child and adolescent clinical psycholars areas of child and adolescent clinical psycholars. In the control of the control ON, Canada, NAS ZWIL. An campiones one encouraged to apply, however, Canadians and permanent residents will be given printy. The University of Guelph is committed to equity in its policies, practices, and programs, supports diversity in its teaching, learning and work environments, and en

#### **Three Faculty Positions** School of Social Work



» Reference Numbers: VPA-SOWK-2009-007 / 008 / 009

Applications are invited for three tenure-track faculty positions at either the assistant or associate ranks. Normally, the preferred candidate will have social work experience and a PhD in social work or a related disci-pline. Candidates nearing completion of doctoral studies may be considered. Assets for the position include, pinne Candidates nearing completion of doctoral studies may be considered. Assets for the position include, but are not limited to: a publication record and a clearly articulated program of future scholarship experi-ence teaching social work; substantial social work practice experience; and a demonstrated ability to work collaboratively with a wide range of communities. Persons in all social work substantive areas are encouraged to apply particularly those working on topics or with populations that are traditionally margualized. For at least one of the positions, expertise in Aborig nal knowledge, practices, scholarship or professional writing

Memorial's School of Social Work is committed to diversity, social justice, and academic integrity. The Schools programs prepare students for ethical, competent, innovative, and effective practice. The undergraduate curriculum is distinguished by its emphasis on general practice in urban, rural, and remote communities. Innovative full-time and part-time programs at the MSW and PhD levels prepare graduates for leadership in social work education, research, and practice. In all its programs, including distance delivery, the School promotes a stimulating and challenging learning environment that advances social work education, scholarship, research, community service, and professional practice. The BSW and MSW programs are accredited by the Canadian Association for Social Work Education (CASWE). The School's mission, distinctive features, and leadership capacity is supported by a growing, diverse, and collegial faculty. Further information about the School of Social Work and Memorial University are available on our website: http://www.mun.ca/socwrk/home/

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial between a One-ray is the largest dimershy in reduce Categor as produced and Labrador. Offering diverse undergraduate and graduate programs to approximately 18,000 students, Memorial provides a distinctive, stimulating, and fun environment for learning. St. John's is a friendly city with great historic charm, and a vibrant cultural life. It is nested within striking landscapes and offers a wide range of outdoor activities.

A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor or above and to be in a tenure-track position

Candidates who are nearing completion of their doctorate may apply, and if successful, shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidat completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree.

Closing date for applications is January 14th, 2010. Our goal is to fill these positions by April 5th, 2010 or as soon as possible thereafter

Applications should include a letter of application; a current curriculum vitae; a statement outlining scholarly achievement and research interests; evidence of content expertise and teaching effectiveness that may include sample course outlines and teaching evaluations; a statement of teaching philosophy and interests; samples of scholarship or professional writing; names and contact information of three current referees.

Applications will be addressed to: Dr. Shelly Birnie-Lefcovitch, Director School of Social Work Memorial University of Newfoundland St. John's, NL, A1C 5S7 Tel: 709-737-8044; Fax: 709-737-3503

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Mem University is committed to employment equity and encourages applications from qualified women and men, visible minor Aboriginal people, and persons with disabilities.

Educational Leadership Organization & Leadership in K-12 Education



University of Lethbridge



Faculty of Education

The Faculty of Education at the University of Lethbridge seeks to fill a Tenure-Track position in Educational Leadership (Organization & Leadership in K-12 Education) at the rank of Assistant

- The appointment carries the following expectations:

   Fluency with current theories and practices in areas of expertise

   Engagement in schalarly ar creative wark

   Contribution to teaching of groduote courses and the supervision of graduote student research in the core leadership areas

  Cantribution to teaching undergroduate courses and the supervision of pre-service practicum

students
Qualifications include a dactoral degree completed or near completion in Educational Leadership,
a minimum of five years successful K-12 classroom teaching and administrative experience, eligibility
for teacher certification in Alberta (B.Ed. or equivolent); and a broad background in school leadership
Interest in integrating communications technology into the teaching and research repertoire will likewise
strengthen applications for this position. School district and school based leaders who aspire to an oca
demic career are encouraged to apply. Applicants are encouraged to indicate ather areas at expertise relevant to teaching and research in education, including, but not limited to, Quantitative Research
Methodologies, Educational Foundations, and/or Evaluation. The successful candidate will demanstrate a strang cammitment to research and publication, effective communication skills, a commitment
to school improvement, and a willingness to teach in afficampus programs.

Academic Setting: Leithbridge is one of the warmest and sunniest cities in Canada with almost 2,400 haurs af sunshine per year. Located in sauthern Alberto, it is two hours south of Colgary and one and a half haurs north of Montana. With a population exceeding 85,000 and clase praximity to Banff Notitanal Park and Wotertan Lakes National Park, it is an excellent place to live and work that affers a wide range af recreational and cultural facilities.

Applications, which must be accompanied by a curriculum vitae and the names of three references, should be sent to Dr. Jane O'Dea, Dean, Faculty of Education, University at Lethbridge, 4401 University Drive, Lethbridge, A8, T1K 3M4. Electronic applications are welcomed and may be sent to darcy, mckenna@uleth.ca. Applicants are encouraged to apply early os the first review of applicans will be conducted in late January 2010. Far further information about the Faculty of Education visit our website at http://www.edu.uleth.ca.

Employment Equity: This position is open to all qualified applicants although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encauraging applications fram qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

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#### Department Head

Department of Language and Literacy Education

Department of Language and Literacy Education
The faculty of Education at the University of British Columbia, Vancouver, invites applications for the
position of Head, Department of Language and Literacy Education (ULED). The Department
is one of four in the Faculty of Education, with over 40 faculty members (including full-time and sessional appointments) engaged in a range of scholarship and projects locally, nationally and interationally, LLED contributes to the interdisciplinary MA Program in Children's Literature, collaborates
with colleagues in the faculty of Arts, and maintains a strong interest in the teaching of verbal and
related arts, particularly literature and dramatheatre education. Faculty are active in research and
related arts, particularly literature and dramatheatre education. Faculty are active in research and
related arts, particularly literature and dramatheatre education. Faculty are active in research and
related and a Second Language.
Modern Language Education and Teacher Ubrananship. There is a strong interest in community and
local literacies and in global, multilingual and new literacies development in both formal and informal
educational contexts and across the lifespan.

We are currently seeking applications from individuals with an international reputation and a strong record of research and publication in language and literacy education and instruction, and related fields. Applicants should have interests in key areas of the Department and a desire to interact with colleagues from different fields of study within the Department, Faculty of Education, UBC, and the

Applicants should show evidence of administrative experience and strategic planning, including bud-gets, along with demonstrated leadership, team-building, mentoring, problem-solving and interper-sonal skills. The successful candidate will be expected to hold an academic appointment at the rank of Associate or full Professor with tenure.

The headship appointment is for a period of up to 5 years, with the potential for renewal. The appointment is effective July 1, 2010 or a date agreed upon by the University and the successful applicant, and subject to final budgetary approval. Salary is commensurate with qualifications and experience.

While applications will be received until the position is filled, interested parties are encouraged to submit their applications by December 7, 2009 to ensure optimal consideration. Applicants should send their letter of application, including statements of administrative experience and leadership background as well as goals, curriculum vitae, statement of teaching effectiveness and three references to:

Dr. Robert Tierney, Dean Faculty of Education University of British Columbia 2125 Main Mall, Vancouver, BC V6T 124 Tel: 604-822-5757 / Fax: 604-822-6501 E-mail: robert-tierney@ubc.ca

For more information, please visit the Department website; http://www.lled.educ.ubc.ca/

UBC hires on the basis of ment and is committed to employment equity. All qualified persons are encouraged to apply however. Canadians and permanent residents of Canada will be given pronty. UBC is strongly committed to diversity within its community and especially welcomes applications from visible minionty group members, women, Abanginal persons, persons with disabilities, persons of any sexual onentation or gender identity, and others who may contribute to the further deventisation of ideas.

#### **Faculty Positions Available**

The University of Regina is a university on the move, striving for excellence in its innovative academic research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatus, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

FACULTY OF ARTS
Tenure-Track Position
In the Department of Justice Studies — Law Foundation of Saskatchewan, Chair in Police Studies

Regina

 $\mathbf{of}$ 

niversity

In the Departments of Economics, Justice Studies, Political Science and Psychology

#### FACULTY OF BUSINESS ADMINISTRATION

Tenure-Track Positions
In the areas of Business Strategy, Finance, Accounting, Business Communications, and Human Resource Management/Organizational Behaviour

#### FACULTY OF EDUCATION

Tenure-Track Positions (2)

1) In the area of Educational Administration and Adult Education/Human Resource Development 2) In the area of Minority Language Education — Francophone Schools

Two-Year Term Position

In the area of Educational Psychology, specifically, counselling and therapy

#### FACULTY OF ENGINEERING AND APPLIED SCIENCE

In the area of Petroleum Systems Engineering

#### FACULTY OF KINESIOLOGY AND HEALTH STUDIES

Tenure-Track Position
CCRF Research Chair in Neuroinusculoskeletal Health

For detailed descriptions on these positions, please visit www.uregina.ca/hr/careers

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self-identify on their applications.

University of Regina

3737 Wascana Parkway Regina, Saskatchewan S4S 0A2 www.uregina.ca

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SCIENCE (MRI) — York University. The Faculty of Science and Engineering at York University, Toronto, Invites applications for a tenure-track appointment at the assistant or associate professor level for an MRI scientist to head our new MRI research centre to commence July 1, 2010. The primary do

partition will service the control in the faculty of Science and Engineering. The successful candidate is expected to contribute to teaching in undergraduate programs within the Faculty of Science and Engineering. The successful candidate is expected to contribute to teaching in undergraduate programs within the Faculty, must be eitige for account within the Faculty with the record and the substitute of the control of the

Islason with First Nations/Aboriginal commonities, and participation in the devalorment of the state of the property of the state of th

■ THEATRE — University of Victoria. The Department of Theatre at the University of Victoria of Theatre at the Train of Senior Instructor. The appointment of the offer courses in acting, viole will be able to offer courses in acting, viole will be able to offer courses in acting, viole will be able to offer courses in acting, viole will be able to offer courses in acting, viole will be opportunities for the successful candidate out the part of the train of the course in acting. In required. There will be opportunities for the successful candidate courses in acting. In required. There will be opportunities for the successful candinates across the successful candinates and the part of the successful candinates and the successful candinates and the successful candinates and equivalency are required. The successful candinates are active training insufficiently engineer at the post-accordancy or professional equivalency are required. The part of the successful candinates are consistent of departments of History in Art, Music, Visual Arts and Whing—the Department of Theatre offers undergraduate of the successful candinates are successful as a successful candinates and the successful candinates are also offered in assigned the active delay in the part of the successful candinates are also offered in design, directing and production and management, the activity of the arts and the active and the successful candinates are also offered in design, directing and production and management, the activity of the arts and the activity of

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# TEACHING AT CARLETON IS ANYTHING BUT TEXTBOOK

Whether you are launching or further developing your career, Carleton University offers faculty members an opportunity to work with some of the world's best researchers and scholars. As a future-oriented university that strives for excellence in a vast canvas of intellectual endeavours, Carleton is seeking faculty that will help it to continue discovering new intellectual terrain and push the boundaries of knowledge and understanding. If you are seeking an inclusive and collaborative university with a strong reputation for applied and theoretical research and scholarship, you'll find that Carleton University can offer you opportunities that are anything but textbook.



#### FACULTY POSITIONS AVAILABLE

#### **Arts and Social Sciences**

- Assistant Professor, School for Studies in Art and Culture (Music) (Music Theory)
- Assistant Professor, School for Studies in Art and Culture (Art History) (17th-18th-century European Art and Architecture)
- Assistant Professors (2), School for Studies in Art and Culture (Film Studies) (Canadian/European/National/Transnational Cinema)
- Assistant Professor, Department of Geography and Environmental Studies (Human Geography - Geographies of Global Economies)
- Assistant Professor, Department of Geography and Environmental Studies (Sustainability and Environment)
- Assistant Professor, Department of Geography and Environmental Studies (Physical Geography – Cold Terrestrial Regions and their Environmental Management)
- Assistant Professor, Department of History (Digital Humanities)
- Assistant Professor, Department of History (19th-century Europe and the World)
- Assistant Professor, Department of History (South Asian History)
- Assistant Professor, Department of Philosophy (Moral, Social or Political Philosophy)

#### **Public Affairs**

- Assistant Professor, Department of Law (Legal Studies)
- Assistant Professor, School of Public Policy and Administration (Sustainable Energy Policy)
- Assistant Professor, School of Social Work

#### Science

- Assistant Professor, School of Mathematics and Statistics (Applied Probability)
- Instructor, School of Mathematics and Statistics
- Assistant Professor, Department of Physics (Medical Physics)

#### Sprott School of Business

Assistant or Associate Professor, Operations Management

#### **Engineering and Design**

- Assistant Professor, Department of Civil and Environmental Engineering (Transportation Engineering)
- Assistant Professor, Department of Electronics (Sustainable and Renewable Energy Engineering)
- Assistant or Associate Professor, Department of Mechanical and Aerospace Engineering (Environmentally Responsible Energy Generation, Conversion, and Utilization)
- Assistant Professor, Department of Systems and Computer Engineering (Sustainable and Renewable Energy Engineering)
- Assistant Professors (2), Azrieli School of Architecture and Urbanism
- Assistant or Associate Professor, Azrieli School of Architecture and Urbanism
- Associate Professors (2), School of Industrial Design
- Assistant Professor, School of Information Technology (Interactive Multimedia and Design)

Located in Ottawa, Ontario, Carleton University is a dynamic research and teaching institution with a tradition of leading change. Its internationally recognized faculty, staff and researchers provide more than 24,000 full- and part-time students from every province and more than 100 countries around the world with academic opportunities in more than 65 programs of study. Carleton's creative, interdisciplinary and international approach to research has led to many significant discoveries and creative works in science and technology, business, governance, public policy and the arts. As an innovative institution Carleton is uniquely committed to developing solutions to real-world problems by pushing the boundaries of knowledge and understanding daily.

Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity.

For details on faculty positions available at Carleton, please check out our website:

carleton.ca/facultyrecruitment





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